

Original Article

# Leadership Styles: Fundamental in leading to Functioning of overall Structure of the Organizations

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## ABSTRACT

The primary objective of this research paper is to acquire an efficient understanding of meaning and significance of leadership styles. Furthermore, it is understood that these are fundamental in leading to functioning of overall structure of the organizations. The leaders are required to be informative in terms of different types of leadership styles. There are various factors that influence the implementation of leadership styles, i.e. organizational goals, job duties and responsibilities, techniques, processes, approaches, methodologies, laws, rules, resources and the overall environmental conditions. The leadership styles are regarded as fundamental that would contribute appropriately in the implementation of job duties in a regimented manner. When the leadership styles will be put into operation adequately, they will contribute significantly in carrying out all types of job duties and responsibilities successfully. The leaders need to ensure that leadership styles are enriching to the employees and the overall structure of the organizations. The leaders need to put in efforts to their best abilities to lead to an increase in employee morale. Throughout the implementation of their job duties, leaders need to put emphasis on up-gradation of leadership styles. Therefore, it can be stated, up-gradation of leadership styles is necessary in improving employee morale, achieving organizational goals and leading to up-gradation of the overall structure of the organizations. The main concepts that are taken into account in this research paper are, factors highlighting the significance of leadership styles and leadership styles.

**Keywords:** Functioning, Goals, Job Duties, Leadership Styles, Organizations, Organizational Culture, Responsibilities

## INTRODUCTION

The individuals in leadership positions are vested with the authority and responsibility of carrying out the functioning of the overall structure of the organizations. They may carry out this task on their own or through obtaining support and assistance from the other members. Hence, working in co-ordination is the key to do well in their job duties and to generate the desired outcomes. The leaders are required to be informative in terms of leadership styles. There are

various factors that influence the implementation of leadership styles, i.e. organizational goals, job duties and responsibilities, methods, procedures, strategies, approaches, laws, rules, policies, technologies, materials and the overall environmental conditions. It is necessary to establish a relationship between leadership styles and the organizational culture (Lee, 2020). The leadership styles need to be implemented in such a manner that would facilitate putting into practice all the job duties in a well-organized manner

and achieve desired goals. Furthermore, the individuals are able to cope with various types of problems and challenges satisfactorily. When changes are to be brought about in any factors, the leadership styles are regarded to be of utmost significance. These need to be implemented appropriately.

The leaders are required to form cordial and amiable terms and relationships with other members. The communication processes need to take place in an adequate manner. The individuals are required to exchange ideas and viewpoints, augment their knowledge and understanding in terms of various areas, provide solutions to various types of problems, clear their doubts and acquire an efficient understanding of modern, scientific and innovative methods. Hence, communication processes take place in a verbal and written form (Becker, 2021). The leaders are required to understand the problems and grievances of the workforce. They need to make provision of help and support to them. The employees need to be provided with the opportunities to express their ideas and viewpoints. It is apparently understood that employees are different from each other in terms of number of factors. In spite of these differences, they need to be provided with equal rights and opportunities. Furthermore, it needs to be ensured, there is not any discrimination on the basis of any factors. As a consequence, the workforce incur the feelings of pleasure and contentment. Hence, they develop motivation towards the implementation of all types of job duties and responsibilities. Leaders and other members are required to pay attention towards augmenting their knowledge, competencies and abilities throughout their jobs. These are the key to facilitate the decision making processes and put into operation the job duties and responsibilities in an efficacious manner. The leaders are vested with the authority and responsibility of making decisions. They ensure that the decisions made are advantageous to the

members as well as the overall structure of the organizations. In putting into operation this process, the leaders conduct the analysis of the alternatives available. After the implementation of this task, it needs to be ensured the decisions are wise and productive. The leaders exercise control on the decision making power with less input obtained from the other members. In some cases, the leaders allow the members to make decisions. The leaders need to have faith in other members. In other words, there should be development of mutual understanding. The individuals need to feel comfortable in working with each other. Reinforcement of the traits of honesty, efficiency, helpfulness and co-operation would prove to be favourable in incurring the feeling of job satisfaction and retaining one's jobs.

### **Factors highlighting the Significance of Leadership Styles**

The organizations are of different types, i.e. educational institutions, financial institutions, agencies, production, manufacturing and services organizations and so forth. In all types of organizations, there are individuals in leadership positions. They need to be informative in terms of ways that are required to be implemented to carry out the overall functioning of the organizations in an efficient manner. Furthermore, the leadership styles need to be put into operation in a well-organized manner (The 5 Leadership Styles you can use, 2021). The leadership styles are regarded as the key that would contribute efficaciously in the implementation of job duties in a well-organized manner. When the leadership styles will be put into operation adequately, they will contribute significantly in carrying out all tasks and functions successfully. In order to do well in their job duties, achieve desired goals and lead to progression of the individuals and overall structure of the organizations, it is indispensable to be informative in terms of factors highlighting the significance of

leadership styles. These are, development of mutual understanding; making wise and productive decisions; implementing time management skills; honing problem-solving skills; augmenting knowledge, skills and abilities; managing resources and creating amiable working environmental conditions. These are stated as follows:

### **Development of Mutual Understanding**

Development of mutual understanding is indispensable among leaders and the other members of the organizations. The leaders are required to reinforce the factors necessary in development of mutual understanding with all the other members of the organizations. The communication processes need to take place in an adequate manner. The individuals are required to make use of polite language and decent words. Furthermore, they need to treat each other with respect and courtesy. The individuals are required to exchange ideas and viewpoints, augment their knowledge and understanding in terms of various concepts and factors, provide solutions to various types of problems, overcome impediments and acquire an efficient understanding regarding pioneering methods. Hence, development of mutual understanding is indispensable. The participation of the employees is the key to lead to success of all types of organizations. The leaders are required to understand the problems and grievances of the workforce. They need to make provision of help and support to them. The employees need to be provided with the opportunities to express their ideas and viewpoints. Therefore, development of mutual understanding is regarded as one of the eminent factors highlighting the significance of leadership styles.

### **Making Wise and Productive Decisions**

Decision making processes is an integral part of the professional lives of the individuals. Hence, it needs to be ensured, decisions made are wise and productive. They are required to make decisions in terms of

various aspects of the organizations. These are, job duties, methods, procedures, techniques, and so forth. They ensure that the decisions made are advantageous to the members as well as the overall structure of the organizations. In putting into operation this process, the leaders conduct the analysis of the alternatives available. After the implementation of this task, it needs to be ensured the decisions are wise and productive. Leadership style is the ability to influence others to make wise and productive decisions. The primary objective is to enhance the functioning of the overall structure of the organizations. In making wise and productive decisions, the leaders are required to form cordial and amiable terms and relationships with other members. The interaction and communication processes need to take place in a satisfactory manner. Therefore, making wise and productive decisions is one of the essential factors highlighting the significance of leadership styles.

### **Implementing Time Management Skills**

The leaders as well as the other members are overwhelmed by various types of job duties and responsibilities. Some may be time consuming, whereas, others can be completed in less amount of time. Hence, it is of utmost significance for the individuals to implement time management skills. These skills would enable the individuals to assign priorities to the tasks. The tasks, which are regarded as more important are carried out first, where as, the tasks, which are not regarded as vital are given second preference. In other words, time is taken out for them after the completion of more important ones. Procrastination is avoided. It is necessary for the individuals to create a balance between personal and professional lives. These skills need to be reinforced by all the members, irrespective of their job positions in the hierarchy. The strengthening of time management skills would prove to be advantageous to the individuals as well as to the overall structure of the

organizations on a comprehensive basis. Therefore, it is understood on a comprehensive basis that implementing time management skills is an indispensable factor highlighting the significance of leadership styles.

### **Honing Problem-Solving Skills**

Problems are an integral part of the professional lives of the individuals. The various aspects in terms of which these take place are, job duties, methods, procedures, strategies, techniques, infrastructure, amenities, facilities and the overall environmental conditions. Leaders and the other members need to focus on up-gradation of problem-solving skills. The individuals need to ensure, the problems are solved in an adequate manner and prevented from giving rise to impediments. The workforce get overwhelmed by various types of problems within the course of implementation of their job duties. The leaders are required to understand the problems and grievances of the workforce. They need to make provision of help and support to them. The employees need to be provided with the opportunities to express their ideas and viewpoints. When the workforce will be able to obtain solutions to various problems and overcome impediments, they will concentrate well on their job duties. Furthermore, they will be able to meet the expectations of the leaders. Therefore, it can be stated, honing problem-solving skills is a vital factor highlighting the significance of leadership styles.

### **Augmenting Knowledge, Skills and Abilities**

Leaders and other members are required to pay attention towards augmenting their knowledge, competencies and abilities throughout their jobs. These are the key to facilitate the implementation of all types of job duties and responsibilities in an efficacious manner. Furthermore, leaders and other members are able to render an important contribution in carrying out the functioning of the overall structure of the organizations in a well-organized and disciplined

manner. The various factors in terms of which these are required to be augmented are, job duties, methods, procedures and strategies. With the advent of technologies, there is a need to utilize modern, scientific and innovative methods in the implementation of all types of tasks and activities. Hence, knowledge, competencies and abilities need to be up-graded in terms of these methods. One of the important benefits of these methods is, the tasks and functions are implemented in an efficient manner. After the leaders have imparted information to the employees, they need to listen, understand and put them into practice. Therefore, augmenting knowledge, skills and abilities is a crucial factor highlighting the significance of leadership styles.

### **Managing Resources**

The individuals in leadership positions are vested with the authority and responsibility of managing resources. Within the working environment, the leaders need to ensure, the management of financial, human, technical, material and information resources need to take place in a well-organized manner. These are the key to lead to an increase in productivity and profitability, generate the desired outcomes and lead to up-gradation of the overall structure of the organizations. When the individuals are to augment their knowledge and understanding in terms of various aspects, they make use of the internet. Hence, honing of technical skills is regarded to be of utmost significance. The leaders are required to work in co-ordination with the other members in the implementation of the task of management of all types of resources. All the members need to ensure, they augment their knowledge and understanding in terms of measures and strategies. Furthermore, it needs to be ensured, wastage is prevented. Therefore, managing resources is a factor highlighting the significance of leadership styles, which has been acknowledged by all the members, irrespective of their job positions in the hierarchy.

## **Creating Amiable Working Environmental Conditions**

All the members, irrespective of their job positions in the hierarchy need to put emphasis on creating amiable working environmental conditions. This is an indispensable goal. Within the working environment, the leaders need to ensure, there are provision of financial resources, personnel, tools, equipment, technologies, materials, infrastructure, amenities and facilities. Furthermore, the management of financial, human, technical, material and information resources is required take place in an appropriate manner. Within the course of time, there is a need to bring about changes in various aspects of the organizations. In order to achieve this goal, there are various factors that need to be taken into account by the leaders as well as the other members of the organizations. Furthermore, it needs to be ensured that positivity is implemented in these factors. The leaders and other members need to work in collaboration and integration with each other. Hence, in all types of organizations, leadership styles have proven to be favourable to leaders and employees in the achievement of professional goals. Therefore, creating amiable working environmental conditions is a factor highlighting the significance of leadership styles, which has been recognized by all the members throughout their jobs.

### **Leadership Styles**

Leadership styles are the key to guide and lead the members in the right direction, improve employee morale, achieve all types of organizational goals and promote well-being and goodwill of the organizations. Throughout the job duties of the leaders, they need to put emphasis on enhancement of leadership styles. The human resources are the assets of the organizations. They are required to make use of their educational qualifications, competencies and abilities to do well in their job duties and to generate the desired outcomes. Hence, it is of utmost significance to implement the

leadership styles to promote employee well-being. The tasks and activities of the leaders should be such that would be enriching to the employees. Out of their busy schedule, they need to listen to the problems and concerns of the employees. As a consequence, the employees will develop motivation towards their jobs and incur the feeling of job satisfaction. The leadership styles that are put into operation in all types of organizations are, democratic leadership style, autocratic leadership style, laissez-faire leadership style, strategic leadership style, transformational leadership style, transactional leadership style, coach-style leadership style and bureaucratic leadership style. These are stated as follows (Leadership Styles, 2022).

### **Democratic Leadership Style**

The leaders are required to form cordial and amiable terms and relationships with all the other members of the organizations. The communication processes need to take place in an adequate manner. The individuals are required to exchange ideas and viewpoints, augment their knowledge and understanding in terms of various concepts and factors, provide solutions to various types of problems, overcome impediments and acquire an efficient understanding of modern, scientific and innovative methods. Hence, communication processes take place in a verbal and written form. The participation of the employees is the key to lead to success of all types of organizations. The leaders are required to understand the problems and grievances of the workforce. They need to make provision of help and support to them. The employees need to be provided with the opportunities to express their ideas and viewpoints. It is apparently understood that employees are different from each other in terms of number of factors. In spite of these differences, they need to be provided with equal rights and opportunities. Furthermore, it needs to be ensured, there is not any discrimination on the basis of any factors. As a consequence, the workforce incur the

feelings of pleasure and contentment. Hence, they develop motivation towards the implementation of all types of job duties and responsibilities. Therefore, it can be stated, democratic leadership is favourable and advantageous to the members as well as the overall structure of the organizations.

### **Autocratic Leadership Style**

Leaders and other members are required to pay attention towards augmenting their knowledge, competencies and abilities throughout their jobs. These are the key to facilitate the decision making processes and put into operation the job duties and responsibilities in an efficacious manner. The leaders are vested with the authority and responsibility of making decisions. Decision making processes is an integral part of the professional lives of the individuals. They are required to make decisions in terms of various aspects of the organizations. They ensure that the decisions made are advantageous to the members as well as the overall structure of the organizations. In putting into operation this process, the leaders conduct the analysis of the alternatives available. After the implementation of this task, it needs to be ensured the decisions are wise and productive. The leaders exercise control on the decision making power with less input obtained from the other members. The research studies conducted on this type of leadership style have indicated that it has unfavourable influences on the members as well as to the overall structure of the organizations. It leads to low employee morale, which may result in attrition. The formulation of measures, laws, policies and rules are vested among leaders. They do not give any rights to the employees to participate in the decision making matters. Therefore, it is well-understood that there are limitations in the autocratic leadership style, which would have detrimental effects on the overall structure of the organizations.

### **Laissez-Faire Leadership Style**

This type of leadership style is also known as delegated leadership. In this case, the leaders allow the members to make decisions. The leaders need to have faith on other members. In other words, there should be development of mutual understanding. The individuals need to feel comfortable in working with each other. One of the major disadvantages of this leadership style is it leads to a decline in the productivity level. This type of leadership style is based on trust. The individuals who take pleasure in comprehensive degree of latitude in the decision making processes and working on the projects autonomously are in most cases comfortable with the issues that are related to the laissez-faire leadership style. Within the course of implementation of decision making processes, the laissez-faire leaders allow the individuals and groups to make decisions in terms of their work. All the group members are required to pay attention towards augmenting their knowledge, skills and abilities throughout their jobs. These are the key to facilitate the decision making processes in an efficient manner. Furthermore, problems are regarded as an integral part of the professional lives of the individuals. Hence, leaders and other members need to hone their problem-solving skills. Reinforcement of the traits of morality, proficiency, effectiveness and co-operation would prove to be favourable in incurring the feeling of job satisfaction and retaining one's jobs. Therefore, it is well-understood, in laissez-faire leadership style, members are allowed to have a say in the decision making matters.

### **Strategic Leadership Style**

Strategic leadership style is the ability to influence others to make wise and productive decisions. The primary objective is to enhance the functioning of the overall structure of the organizations. The leaders are required to form cordial and amiable terms and relationships with other members. The interaction and communication processes need to take place in a

satisfactory manner. The individuals are required to exchange ideas and viewpoints, augment their knowledge and understanding in terms of various areas, provide solutions to various types of problems, clear their doubts and acquire an efficient understanding in terms of modern, scientific and innovative methods. Hence, it is of utmost significance to develop mutual understanding on regular basis. Strategic leadership style is reinforced with the main objective of augmenting knowledge, skills and abilities among individuals. In leading to up-gradation of strategic leadership style, there are four factors that need to be taken into account by the leaders and other members, i.e. competence, vision, communication of vision and serving others to realise the vision. The employees need to be provided with the opportunities to express their ideas and viewpoints. In other words, they should communicate with the leaders freely, particularly in terms of their issues and concerns. It is apparently understood that employees are different from each other in terms of number of factors. In spite of these differences, they need to be provided with the opportunities to lead to progression. Therefore, it can be stated, strategic leadership style is advantageous and it is acknowledged in all types of organizations.

### **Transformational Leadership Style**

Leaders and other members are required to pay attention towards augmenting their knowledge, competencies and abilities throughout their jobs. These are the key to facilitate the implementation of job duties and responsibilities in an efficacious manner. The leaders are vested with the authority and responsibility of conveying the viewpoints to the employees that in the present existence, with advancements taking place and with the advent of modernization and globalization, there is a need to utilize modern, scientific and innovative methods in the implementation of tasks and activities. Furthermore, the tasks and functions are implemented

in a less time consuming and efficient manner. After the leaders have imparted information to the employees, they need to listen, understand and put it into practice. Within the course of time, there is a need to bring about transformations in various aspects of the organizations. In order to carry out this task, there are various factors that need to be taken into account by the leaders as well as the other members of the organizations. These are, inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; taking out sufficient amount of time for all tasks and functions; making wise and productive decisions; exchanging ideas and viewpoints; augmenting their knowledge and understanding in terms of various areas; providing solutions to various types of problems; clearing their doubts; acquiring an efficient understanding of modern, scientific and innovative methods and possessing the abilities to work under stress. These factors would prove to be favourable on a comprehensive basis. Therefore, transformational leadership style is the leadership style that leads to up-gradation of the motivation levels among leaders and other members.

### **Transactional Leadership Style**

Transactional leadership style is the leadership style that leads to up-gradation of the motivation levels among members. The leaders are vested with the authority and responsibility of rewarding and punishing the employees. Within the working environment, the leaders reward and punish the workforce on the basis of their performance. The rewards are given in the form of certificates, trophies, increase in pay, promotional opportunities, paid leaves, paid vacations and so forth. On the other hand, punishments are in the form of suspensions and dismissal. Hence, it is of utmost significance for the employees to be well-versed in terms of job duties and methods and techniques. After the leaders have

imparted information to the employees, they need to listen, understand and put it into practice. Within all types of organizations, there should be implementation of grievance redresser procedures. The employees are provided with the opportunities to redress their grievances. Furthermore, the leaders need to understand and provide solutions to them in an effective manner. The leaders are required to understand the problems and grievances of the workforce. They need to make provision of help and support to them. The employees need to be provided with the opportunities to express their perspectives. It is apparently understood that employees are different from each other in terms of number of factors. In spite of these differences, they need to be provided with equal rights and opportunities. Furthermore, it needs to be ensured, there is not any discrimination on the basis of any factors. As a consequence, the workforce incur the feeling of job satisfaction. Hence, they develop motivation towards the implementation of all types of job duties and responsibilities. Therefore, it can be stated, transactional leadership is approving and expedient to the members as well as the overall structure of the organizations.

### **Coach-Style Leadership Style**

Coach-style leadership is referred to as the guiding leadership style. When the employees get recruited and selected within organizations, they have various goals to achieve. These are, doing well in their jobs, achieving desired goals, meeting the expectations of leaders and carrying out the overall functioning of the organizations in an efficient manner. Hence, the leaders are required to guide and lead the employees in the right direction. The individuals are required to exchange ideas and viewpoints, augment their knowledge and understanding in terms of various areas, provide solutions to various types of problems, clear their doubts and acquire an efficient understanding regarding methods and strategies.

Hence, it is of utmost significance for leaders and workforce to form cordial and amiable terms and relationships with each other. The coach-style leadership is reinforced with the main objective of augmenting knowledge, competencies and proficiencies among individuals. Within the working environment, the leaders need to ensure, there are provision of technologies, materials, infrastructure, amenities and facilities. Furthermore, the management of financial, human, technical, material and information resources need to take place in a well-organized manner. Within the course of time, there is a need to bring about transformations in various aspects of the organizations. In order to carry out this task, there are various factors that need to be taken into account by the leaders as well as the other members of the organizations. In other words, the leaders and other members need to work in collaboration and integration with each other. Therefore, in all types of organizations, coach-style leadership has proven to be favourable to leaders and employees in the achievement of professional goals.

### **Bureaucratic Leadership Style**

Bureaucratic leadership style is the leadership style that is based on the fixed official duties under the hierarchy of authority of the organizations. When all the members of the organizations, irrespective of their job duties in the hierarchy are putting into operation their job duties and responsibilities, they need to abide by laws and rules. The individuals are overwhelmed by various types of job duties and responsibilities. Some may be more time consuming, whereas, others can be completed in less amount of time. Hence, it is of utmost significance for the individuals to create a balance between personal and professional lives (10 Common Leadership Styles, 2019). The reinforcement of time management skills would prove to be advantageous to the individuals as well as to the overall structure of the organizations on a



comprehensive basis. Problems are an integral part of the professional lives of the individuals. The various aspects in terms of which these take place are, job duties, methods, procedures, strategies, techniques, infrastructure, amenities, facilities and the overall environmental conditions. Leaders and the other members need to focus on up-gradation of problem-solving skills. The individuals need to ensure, the problems are solved in an adequate manner and prevented from giving rise to impediments. There are number of advantages of bureaucratic leadership style, i.e., elimination of favouritism, centralises job duties and responsibilities within teams, promotes a higher level of creativity, creates a stronger level of job security and augments useful practices. Therefore, it is well-understood, the bureaucratic leadership style is regarded as the predictable form of leadership style and is useful in leading to overall functioning of the organizations in a disciplined manner.

### **Conclusion**

The leaders are required to be informative in terms of leadership styles. The leadership styles need to be implemented that would facilitate the implementation of job duties in a well-organized manner and achieve organizational goals. Factors highlighting the significance of leadership styles are, development of mutual understanding; making wise and productive decisions; implementing time management skills; honing problem-solving skills; augmenting knowledge, skills and abilities; managing resources and creating amiable working environmental conditions. The leadership styles are, democratic leadership style, autocratic leadership style, laissez-faire leadership style, strategic leadership style, transformational leadership style, transactional leadership style, coach-style leadership style and bureaucratic leadership style. Finally, it can be stated, the implementation of leadership styles is enriching to the members and the overall structure of the organizations.

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