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# Leadership

few important definition or leadership from the existing literature.

- 1) leadership is the process of encouraging and helping others to work towards Objective 2) leadership is the behaviour of an individual when he is directing the activities of a group to work a shared goal.
- 3) leadership is interpersonal influence, exercised in a situation and directed through the communication process towards the attainment of a specified goals.
- 4) leadership is an interaction between persons in which one presents information of a sort and in a such a manner that the other becomes convinced that his outcome (benefits / cost ratio) will improve if he behaves in the manner



Suggested or be desire.

5) Leadership is the Relationship in which one person influences others to work together willingly on related task to attain goals desired by the leader & group.

### Characteristics of Leadership :-

\* Motivation :-

Leadership want to be lead are willing to take charge

\* Honesty and integrity :-

leaders are truthful and do what they say will do.

\* Self-Confidence :-

Leaders are assertive and decisise & enjoy taking risk. leaders are emotionally stable rather than recklessly adventures

\* Drive :-

leaders are ambitious and take initiative.



\* Cognitive ability :-

leaders are intelligent, persuasive and Conceptually Skilled but are not necessary geniuses. They have analytical ability, good judgement & the Capacity to think strategically.

\* leadership is Situation bound there is no based Style of leadership it all ~~depend~~ depends upon taking the Situation

\* A leader is involved in Shaping & modeling the behaviour of the group towards a ~~Completion~~ <sup>Completion</sup> of an Organizational group goal.



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## Importance of leadership :-

Leadership is an important function of management which helps maximize efficiency & to achieve organizational goals. The following point justify the importance of leadership in a concern.

### (1) Initiates action :-

Leader is a person who starts the work by communicating the policy & plan to sub-ordinate from where the work actually starts.

### (2) Motivation :-

A leader prove to be playing an incentive role in the concern working he or she motivates the employees with the economic & non economic rewards & thereby gets the work from their sub-ordinates.

### (3) Providing guidance :-

A leader has not only supervisor but also play a guiding role for the sub-ordinates.



guidance ~~their~~ here means ~~instilling~~ the Sub-Ordinate the way they have to perform their work effectively & efficiently.

#### (4) Creating Confidence :-

Confidence is an important factors which can be achieved through expressing the work ~~offered to the work~~ to the Sub-Ordinate, explaining them clearly their <sup>role</sup> & giving them guidelines to achieve the goals effectively. It is also important to hear the Employees with Regards to their Complaints & problems.

#### (5) Building Morale / High Morale :-

Morale Denotes willing Co-operation of the employees towards their and getting them into Confidence & ~~on~~ <sup>winning</sup> their trust. A leader can be morale booster by achieving full Operation so that they perform with based their of their abilities as they work to achieve goals.



### (6) Builds Work Environment :-

Management is getting things done from people. Things an efficient work environment helps in Sound and Stable growth therefore human relations should be kept into mind by a leader. He should have personal contacts with employees & should listen to their problems & solve them. He should treat employees on Humanitarian terms.

### (7) Co-ordination :-

Co-ordination can be achieved through reconciling personal interest with organizational growth goals. The Synchronization can be achieved through proper and effective