

Types of Leadership / Style of Leadership :-

The different leadership / style from a which an appropriate style can be selected, depending upon the situations in which leadership is to be exercised & the nature of the followers involved.

1. Autocratic or authoritarian Leadership :-

An autocratic leader centralized power & decision making in him. he/she gives orders, assign task & duties without consulting the employees. the leader has full authority & assumes full responsibility. autocratic leadership is negative, based on threats & punishment. Sub-ordinates act as he/she direct. he/she ignores views for their opinion nor permits them to influence the decision. he/she believe that because of his/her authority he/she alone can decide what is best in a given situation. autocratic leadership is based upon close supervision, clear cut direction & commanding orders of the supervisor. It facilitates quick

decision. he/she prompt excel & unity of direction. the employees work as hard as is necessary to avoid punishment. they will thus produce the maximum which will ~~exacted~~ escape punishment.

2) Democratic or participative leaders :-

Participative or democratic leaders the centralized authority. It is characterized by ^{consultation} consultations with the subordinates & these participate in the formulation of plans & policies. He/she encourages participation in the decision making. He leads the subordinates mainly through persuasion & rather than force & force. Some time the leaders serve as the modulator of the ideas & suggestions from his group. ~~for~~ Talents Scientific management was based on the inability of the ordinary employees. It made effective decision making power was based with management the employees feel that management is interested in them as well as in their idea suggestions.

There for place there Suggestion from improvement.

3) The laissez faire free Raim leadership:-

free Raim leadership avoid power & Responsibility the laissez faire or no interfering type of leader passes on the responsibility for decision making to his Sub-Ordinate & takes a minimum of direct initiative.

administration he give no direction & allow the group to step & established goals & work out it own problem. The leader play only minner role. His ideas is that each member of group when left to himself of the group will put forth his best effort and the maximum result achieved in this way. The leader act as an umpire but at no direction or control over the people democratic leadership is more likely to win the loyalty of the group but the laissez faire group also develop friendly approaches to the leader.

4) Paternalistic Leadership :-

Under this management style the leader assumes that functions his fatherly or paternal. the leadership between the leader and his group is the same as the relationship between the head of the family & the member of family. the leader guides & protects his subordinates as member of his family. as the head of the family he provide his subordinates with good working condition or fringe benefits. It is assume that worker will work harder. these leadership style has been widely prevalent in small firms in India.

Delegation

A Senior official in an Organization can not do all task him-self, for the accomplishment of great goals or Objective need some Specialist member. Their Capacity is very hard for Organization. A Senior official Capacity to do task & take decision limited. He therefore assign some part of work to his Sub-Ordinate & also give them necessary authority to make decision within the area of their assigned auth duties this down word pushing of authority to make decision is known as delegation of authority.

Advantages of effecting delegation:-

Some important advantage of effecting delegation.

1. It relieves the manager of his work load delegation is something to prevent a manager from being crushed under the way of accumulate duties. Delegation of authority relieves the manager from heavy load of work & enable him to the management.
2. It leads to better decision another advantages of delegation is that it frequently leads to better decisions since Sub-Ordinate closest to the scene of action usually have the best view of the fact.

3. It Speed up decision making effective delegation Speed up decision making Valuable time is lost when Sub-ordinate must Check with there Superior before making a decision.
4. It helps to build moral with Sub-ordinates.
5. It Serves 2 Compensation to those employees to face the prospect of limited advancement.
6. It helps Create a formal Organization Structure.
Delegation of authority is the key to formal Organization without delegation, formal Organization Structure Can not be Created. The process of delegation of authority is very costly.

Disadvantage of effective delegation →

There are Some

reason of barrier to effective delegation.

- 1/. Fear to loss power :- Some managers are little Napoleons who want keep all authority to make decision in their own hand. They feel uncomfortable when they see there Sub-ordinates making decision which they themselves made.

ii/. Lack of Confidence in Sub-Ordinate :-

high

Some managers

hesitate to delegate authority to these Sub-Ordinate because they doubt their ability. Such managers continue to keep themselves in job which they have. effective delegation it is necessary that a Sub-Ordinate should only initially work under the guidance of his Superior authority & then he should be freed to work without the Superior's guidance.

iii/. Fear of being exposed :-

Some inefficient managers

are always afraid of these Sub-Ordinate outshining them & proving more efficient. They are therefore very cautious about delegating, least their inefficiency be exposed. Effective delegation is possible only when a manager is prepared to accept defeat from these Sub-Ordinates.

iv/. Difficulty in briefing :-

Many times managers are

reluctant to delegate because they think that it is easier to do a task themselves than to brief the Sub-Ordinates.

Guidence for effective Delegation :-

- * Before delegating authority make the nature & Scope of the task clear.
- * Assigne authority to appropriate task.
- * Make the Sub-Ordinate clearly understand the needs of his authority.
- * Train the Sub-Ordinate properly first be in front of him for check up & guidence & then be at his back to follow his performance.
- * Create a Climate (environment) of mutual trust and good will. The Sub-Ordinate will work much better if he has the freedom to commite honest mistake.
- * Do not make the Sub-Ordinate accountable to more than the Superior.
- * Give the Sub-Ordinate some positive incentives for excepting responsibility.