

**A Study On The Employee's Opinion On The Leadership Styles Of Different Heads In
Bishop Heber College**

Mr.R.Mohan*
Asst. Professor
Bishop Heber College

Dr.D.Fennala Agnes Iylin**
Asst. Professor
Bishop Heber College

ABSTRACT:

Every company has president, board chairman or leader. For the most ways we agree that someone individually needs to head our businesses and social institutions. The leader of any organization expectedly completes his role which is given by communicating the values of the organization he or she represents. Leadership skills are required by a manager to operate effectively at a strategic level and a successful manager will be able to identify personal skills to achieve strategic ambitions as well manage personal leadership development to support achievement of strategic ambitions. Leaders have good impact in our daily lives and futures. In good times and bad, there is always need for strong leadership. The success of a business or an industry is determined by the leaders it chooses or inherits.

KEYWORDS: Leadership, Subordinates, Relationship.

DEFINITION OF LEADERSHIP:

Leadership is focused much more on the individual capability of the leader: "Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential." (Warren Bennis)

TYPES OF LEADERSHIP STYLES:

1. Autocratic Leadership: In autocratic leadership style, the manager is to make decisions without the input of others. Managers have the total authority and impose their decisions on employees. This leadership style benefits employees who require close supervision.

2. Democratic or Participative Leadership:

Democratic leadership, also known as participative leadership or shared leadership is a type of leadership style in which members of the group take a more participative role in the decision-making process.

3. Laissez-Faire Leadership:

Laissez Faire leadership is often associated with leaving employees to their own devices. It is about giving employees freedom. Managers have very little personal influence and delegate almost everything.

4. Transactional Leadership:

In Transactional leadership it focuses on supervision, organization and performance; it is an integral part of the Full Range Leadership Model. It is a style of leadership in which leaders promote compliance by followers through both rewards and punishments.

5. Transformational Leadership:

Transformational leadership is where a leader works with teams to identify needed change, creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of a group.

SCOPE OF THE STUDY:

- Uncover their strengths, developmental areas and develop a personal leadership roadmap that puts them on a path to sustained individual excellence.
- Discover the keys to hiring top talent, building teamwork and developing other leaders. ...
- Learn how to extend their reach and competitive advantage through partnering and collaboration with others inside and outside the organization.

STATEMENT OF THE PROBLEM:

It is the interest of the researcher to have a thorough understanding about the opinion of the sub-ordinates on the leadership style used by the different Heads in Bishop Heber College and the impact of the style on the subordinates.

OBJECTIVES OF THE STUDY:

- To study about the sub-ordinates opinion on the leadership style used by their respective Head.
- To analyze the impact of the style on the sub-ordinates.
- To provide suggestions to the Heads to improve the Leadership styles in order to be more successful.

METHODOLOGY OF THE STUDY

Data Collection:

1. **Primary Data:** The primary data are those data which are collected for the first time. In this study the first hand information/data is collected from the various sub-ordinates in Bishop Heber College through **Questionnaire**.

2. **Sample Size:** The sample size taken for this study is 60.

4. **Sampling Area:** This study is conducted among the various sub-ordinates in Bishop Heber College.

5. **Sampling Design:** The sampling design used in this study is random sampling method.

Data Analysis and Interpretation:

Sl. No	Variable	Categories	Frequency	Percentage
01.	Gender	Male	43	71.7
		Female	17	28.3
02.	Age	20-30 years	19	31.7
		30-40 years	24	40.0
		40-50 years	12	20.0
		50-60 years	5	8.3
03.	Income	Less than10000	9	15.0
		10000-15000	21	35.0

		15000-20000	22	36.7
		More than 20000	8	13.3
04.	Group	Arts	29	48.3
		Science	31	51.7
05.	Educational Qualification	PG	4	6.7
		M.Phil	33	55.0
		Ph.D	23	38.3
06.	Marital Status	Single	33	55.0
		Married	27	45.0

From the above table, out of 60 respondents 31.7% of the respondents belong to the age group between 20-30 years, 40% of them belong to 30-40 years, 20% belong to 40-50 years and 8.3% belong to above 50-60 years. Out of 60 respondents 71.7% of the respondents are male and 28.3% of the respondents are female. out 60 respondents 15% of respondents are earning <10000 pm, 35% of respondents are earning 10000-15000pm, 36.7% of respondents are earning 15000-20000pm, 13.3% of respondents are earning >20000pm. out of 60 respondents 48.3% of respondents are belongs to the group of Arts and 51.7% of respondents are belongs to the group of Science. Out of 60 respondents 6.7% have done their PG, 55% have done their M.Phil and 38.3% have done their Ph.D. Out of 60 respondents 55% of the respondents are unmarried(single), 45% of the respondents are married.

Table No. 2

AGE vs INCLUDING EMPLOYEES IN DECISION MAKING

Correlations

		AGE	Try to include employees
AGE	Pearson Correlation	1	.835**
	Sig. (2-tailed)		.000
	N	60	60
Try to include employees	Pearson Correlation	.835**	1
	Sig. (2-tailed)	.000	
	N	60	60

Inference: There is significant relationship between age of the respondents and their opinion on Head's including the employees in decision.

Table No. 3

GENDER vs DOES NOT CONSIDER EMPLOYEE'S SUGGESTION
Correlations

		GENDER	does not consider suggestions
GENDER	Pearson Correlation Sig. (2-tailed) N	1 60	.464** .000 60
does not consider suggestions	Pearson Correlation Sig. (2-tailed) N	.464** .000 60	1 60

Inference: There is significant relationship between gender of the respondents and their opinion on Heads not considering the employee's suggestion

Table No. 4

AGE vs. WORKING WITH A STRATEGY

Correlations

		AGE	creates a strategy to keep a project running
AGE	Pearson Correlation Sig. (2-tailed) N	1 60	.940** .000 60
creates a strategy to keep a project running	Pearson Correlation Sig. (2-tailed) N	.940** .000 60	1 60

Inference: There is significant relationship between age of the respondents and their opinion on Heads working with a strategy.

Table No. 5

GENDER vs CREATING A FRIENDLY ENVIRONMENT

Correlations

		GENDER	allows employees to take ownership
GENDER	Pearson Correlation Sig. (2-tailed) N	1 60	.816** .000 60

allows employees to take ownership	Pearson Correlation	.816**	1
	Sig. (2-tailed)	.000	
	N	60	60

Inference: There is significant relationship between age of the respondents and their opinion on Heads creating a friendly environment

Table No. 6

AGE vs SHARING LEADERSHIP POWER

Correlations

		AGE	shares leadership powers with subordinates
AGE	Pearson Correlation	1	.950**
	Sig. (2-tailed)		.000
	N	60	60
shares leadership powers with subordinates	Pearson Correlation	.950**	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Inference: There is significant relationship between age of the respondents and their opinion on Heads sharing leadership with their sub ordinates

Table No. 7

GENDER vs. ACHIEVING GOALS WITH EMPLOYEES

Correlations

		GENDER	focused on achieving goals with subordinates
GENDER	Pearson Correlation	1	.721**
	Sig. (2-tailed)		.000
	N	60	60
focused on achieving goals with subordinates	Pearson Correlation	.721**	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Inference: There is significant relationship between gender of the respondents and their opinion on Heads focus on achieving goals along with employees

Table No. 8**GROUP vs FINDING MEANING IN THEIR WORK****Correlations**

		Group	help others find meaning in their work
Group	Pearson Correlation	1	.856**
	Sig. (2-tailed)		.000
	N	60	60
help others find meaning in their work	Pearson Correlation	.856**	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Inference: There is no significant relationship between group of the respondents and their opinion on Heads helping them to find meaning in their work.

SUGGESTIONS FROM THE STUDY:

- The Heads can try to include the sub-ordinates in the decision making as it might make them feel important.
- They can also try and consider the suggestions given by their sub-ordinates as it will also help them to get more new ideas from the sub-ordinates side in a different perspective.
- Sub-ordinates feel good when the Heads work with a particular strategy as they feel they are being guided properly towards their goal.
- The Heads should create a friendly working environment so that the sub-ordinates will be motivated and will even work more for the institution.
- They should not be very stringent and try to share their leadership powers to a certain extent so that even the sub-ordinates are trained and given more importance.

CONCLUSION:

The Leadership skills approach takes into account the knowledge and abilities that the leader has. A leader can learn certain skills and turn him into a remarkable one. An organization's strength lies in its leadership. Leadership is a shared process for a leader and his follower to work together to attain goal. Leader has to adopt a style which fit into their subordinates personality as well as the task in hand to achieve maximum effectiveness and efficiency.

Reference:

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