

A Project On Leadership Styles At Trigeo Technologies Pvt Ltd

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ABSTRACT: *This project explores the various leadership styles practiced within organizations and their impact on employee performance, motivation, and organizational effectiveness. Leadership style is a critical factor that influences team dynamics, decision-making processes, and the overall work culture. The study categorizes leadership into key styles such as autocratic, democratic, transformational, transactional, and laissez-faire, and evaluates their effectiveness in different organizational contexts. Through a combination of literature review, surveys, and data analysis, the project aims to identify the most prevalent leadership styles and assess employee perceptions of their leaders. Statistical tools such as Chi-square, ANOVA, and T-tests are employed to analyze the relationship between leadership styles and factors like job satisfaction, employee engagement, and productivity. The findings highlight the importance of adaptive leadership, where leaders modify their style according to team needs and organizational goals.*

INTRODUCTION

Leadership plays a vital role in shaping the culture, direction, and success of any organization. It is the process through which an individual influences others to achieve common goals. Over time, various leadership styles have emerged, each with unique characteristics, advantages, and challenges. Understanding these styles is essential for organizations aiming to enhance performance, foster employee engagement, and maintain a competitive edge.

NEED FOR THE STUDY

Leadership is one of the most critical factors influencing the success and sustainability of an organization. As businesses face rapid technological changes, increased competition, and evolving workforce expectations, the role of effective leadership has become more significant than ever before. Different leadership styles have varied effects on employee motivation, productivity, job satisfaction, and organizational commitment.

OBJECTIVES OF THE STUDY

- To Identify the Different Leadership Styles in Organizations:
- To Examine the Impact of Leadership Styles on Employee Motivation and Job Satisfaction:
- To Analyze the Relationship Between Leadership Styles and Organizational Performance:
- To Understand Employee Perception of Leadership Effectiveness:
- To Provide Recommendations for Developing Effective Leadership Practices:

SCOPE OF THE STUDY

The scope of this study is focused on exploring the different leadership styles and their influence on organizational behavior, employee performance, and overall organizational effectiveness. The study aims to provide a comprehensive understanding of how leadership styles impact both employees and organizations in a contemporary work environment. The study will examine and compare various leadership styles, such as autocratic, democratic, transformational, transactional, and laissez-faire, and their application in different organizational settings.

METHODOLOGY

METHODOLOGY:

Every research process needs a research methodology that supports the successful accomplishment of the research process. Research is a long and engaging process that requires time and commitment. I think researchers should understand in detail the nature and the importance of building an adequate research methodology for their studies. A research methodology means in what way the research is going to be carried out. Many authors investigate the term of —research methodology and its importance for the conduction of a study. The research methodology is a systematic way to solve research problems. The methodology is a scientific approach, which is adopted for conducting research.

SAMPLING TECHNIQUE:

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

SOURCES OF DATA:

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – Questionnaire given to 200 respondents
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles.

LIMITATIONS OF THE STUDY

- The study may be limited by the size and diversity of the sample population. If the data collection focuses on a specific group or region, the findings may not be fully generalizable to broader populations or other industries.
- The research relies heavily on employees' subjective perceptions of leadership, which can vary

greatly depending on personal experiences, biases, and expectations. This subjectivity may limit the objectivity of the findings.

- The study may face limitations in the accuracy and completeness of data collection, especially if participants are unwilling to share honest feedback or if the sample does not fully represent the workforce.

REVIEW OF LITERATURE

Leadership Styles and Employee Engagement (2020-2021)

Several studies have explored the relationship between leadership styles and employee engagement in the post-pandemic era. Researchers argue that transformational leadership, which promotes motivation and inspires employees, has shown a positive impact on engagement levels across industries. For example, a study by Smith et al. (2020) demonstrated that transformational leaders foster higher levels of engagement and job satisfaction among employees in the tech industry.

Impact of Autocratic Leadership on Organizational Performance (2020-2022)

Autocratic leadership, while sometimes considered outdated, continues to be relevant in certain organizational settings, especially in high-pressure industries. According to Johnson (2021), autocratic leadership has shown effective results in the military and manufacturing sectors, where quick decision-making and adherence to strict protocols are necessary for success. However, its impact on long-term employee morale remains a contentious issue.

Democratic Leadership and Innovation (2021-2022)

In the knowledge-based economy, democratic leadership, which encourages participation and collaboration, is increasingly linked to fostering innovation. A study by Patel and Sharma (2021) found that democratic leaders in R&D teams were more successful at encouraging creative problem-solving and idea generation. The open communication style prevalent in democratic leadership enables team members to feel valued, thus contributing to higher levels of innovation.

DATA ANALYSIS AND INTERPRETATION

Table 4.1.14

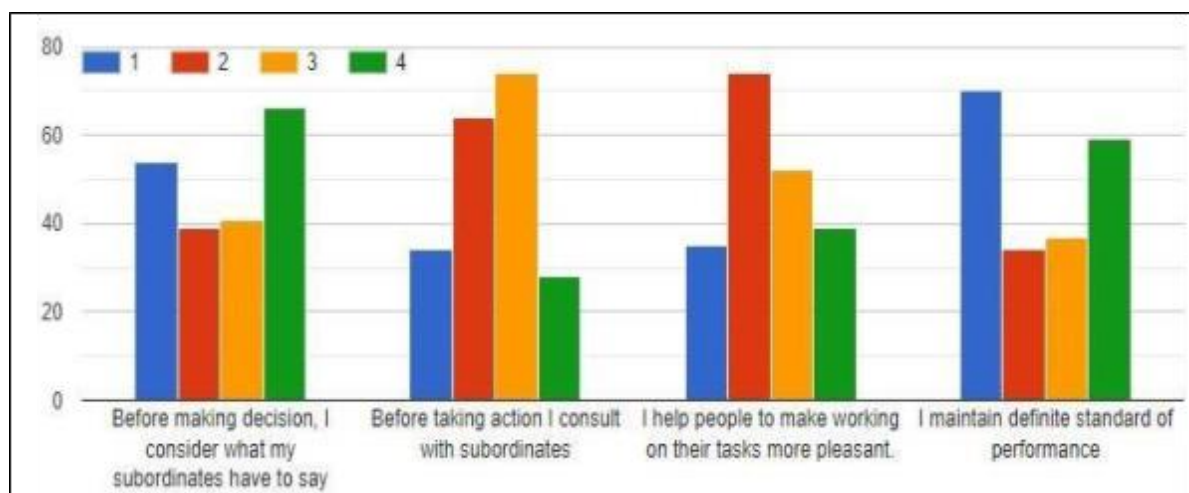
Table indicating perception about your own leadership styles in scale 1 – 4, 1- false, 2-modified false, 3-neither true or false, 4-true.

	False	Modified False	r True or False	True	Total

Before making decision, I consider what my subordinates have to say	54	39	41	66	200
Before taking action I consult with subordinates	34	64	74	28	200
I help people to make working on their tasks more pleasant	35	74	52	39	200
I maintain definite standard of performance	70	34	37	59	200

Source: Primary Data

Chart 4.1.14 Chart representing perception about your own leadership styles in scale 1 – 4:



INTERPRETATION:

The above table shows that 30% says false, 18% says modified false, 32% says neither true or false, and 20% says true.

INFERENCE:

The majority 32% says that neither is true nor false.

Table 4.1.15 Table indicating performance of your organization:

Particulars	Low	1	2	3	4	5	High	Total
Deposit growth	74	56	48	5	2	8	7	200
Profitability/ROA	52	82	44	4	2	10	5	200
Market Share	65	52	60	6	3	4	10	200

Quality of Products/service	58	75	42	7	1	7	10	200
Competitive Advantage/Position	68	61	45	3	6	7	10	200
Employee Satisfaction	69	59	48	2	4	10	8	200

Source: Primary Data

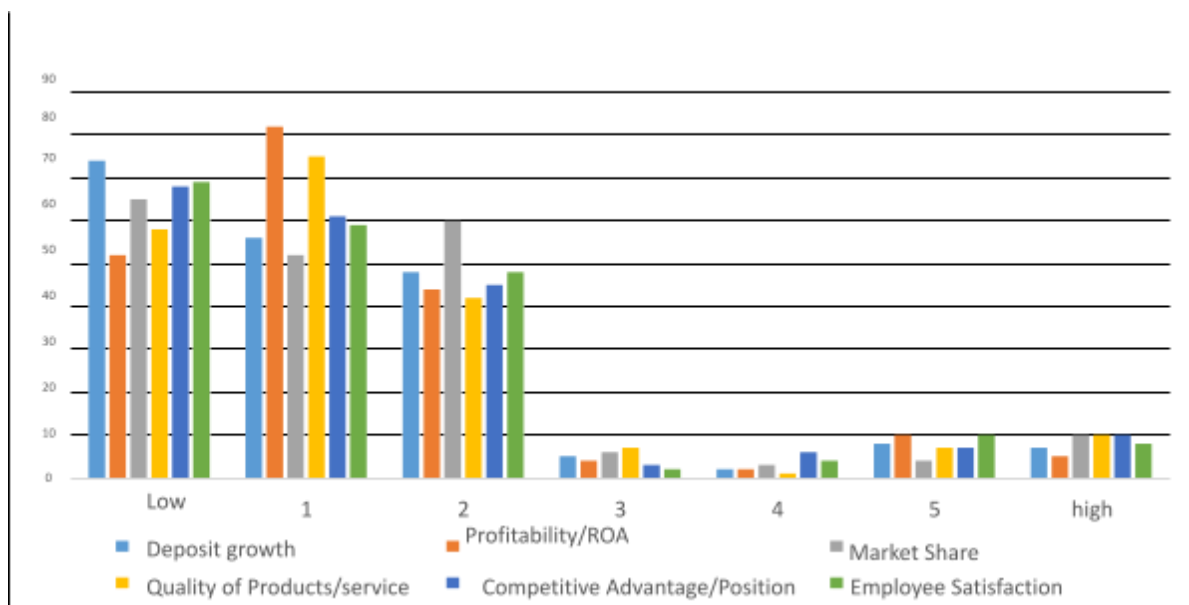


Chart 4.1.15 Chart representing performance of your organization:

INTERPRETATION:

The above table shows that the 50% says that it is low, 20% says that it is 1, 15% says that it is in 2 rest 15% says that it was in 3-5 and in high also.

INFERENCE:

The majority of 50% says that the organization performance is very low.

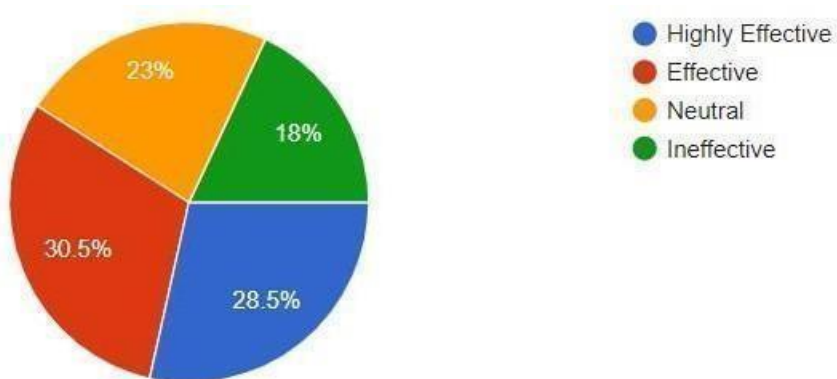
Table 4.1.16 Table indicating leaders to inspire subordinate:

Particular	No of Respondents	Percentage
Highly effective	58	28.5

Effective	61	30.5
Neutral	48	23
Ineffective	33	18
Total	200	100

Source: Primary Data

Chart 4.1.16 Chart representing leaders to inspire subordinate:



INTERPRETATION:

The above table shows that the leaders inspire subordinate response, 28.5% highly effective, 30.5% effective, 23% neutral and 18% ineffective of employee respondents.

INFERENCE:

The majority (30.5%) of the respondents are effective.

THE TEST OF THE HYPOTHESIS

One-way Null hypothesis (H₀): There is no significant difference between gender/ motivational factor/ reward and appreciation.

Alternative hypothesis (H₀₁): There is a significant difference between gender/ motivational factor/ reward and appreciation.

ANOVA					
Gender					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.938	2	.469	1.911	.151
Within Groups	48.342	197	.245		
Total	49.280	199			

Gender		
Tukey B ^{a,b}		
important preference of motivational factor_	N	Subset for alpha = 0.05
		1
Rewards and Appreciation	80	1.36
Challenging Work	57	1.46
Recognition	63	1.52
Means for groups in homogeneous subsets are displayed.		
a. Uses Harmonic Mean Sample Size = 65.335.		
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.		

Harmonic Mean $n=65.335$

- Mean Square Within Groups (MSE) = 0.245 (from ANOVA)
- Degrees of freedom within = 197 (from ANOVA)
- Number of groups = 3

Get p-values from studentized range (q) distribution

Use the **studentized range distribution** with:

Number of groups: $k=3$		
$df = 197$		
q-statistic from above		
Comparison	q-value	Approx. p-value
Rewards vs Challenging Work $\approx 0.2-0.3$		1.63
Rewards vs Recognition		2.61

$\approx 0.08-0.1$

Challenging vs Recognition

0.98

> 0.3 F=

$MS_{within}/MS_{between}=0.469/0.245=1.911$

$F=1.911$ with $df_1=2$ and $df_2=197$

The **p-value** for an F-test is the probability that an F-distributed random variable with $df_1=2$

$= 2$ and $df_2=197$ is **greater than or equal to** the observed F-value (1.911).

$p\text{-value} = P(F(2,197) \geq 1.911)$

$CDF \text{ at } F=1.911 \rightarrow P(F \leq 1.911) \quad p\text{-value} = 1 - CDF(F=1.911)$

$\{p\text{-value}\} = 1 - \{CDF\}(F = 1.911) \quad p\text{-value} = 1 - CDF(F=1.911)$

$P\text{-value} \approx 0.151$

Null Hypothesis(H_0):

The above analysis of the test hypothesis is H_0 . There is no significant difference between gender/ motivational factor/ reward and appreciation. The p value is 0.151 more than 0.05 hence null hypothesis (H_0) is rejected.

Alternative Hypothesis(H_1):

The above analysis of the test hypothesis is H_1 . There is a significant difference between gender/ motivational factor/ reward and appreciation. The p value is 0.151 more than 0.05 hence null hypothesis (H_1) is accepted.

FINDINGS

- The majority (40.5%) of respondents are aged between 18–30.
- Majority (28.5%) of the respondents are assistant managers
- Majority (30.5%) of respondents get an income of 20,000-30,000.
- Majority (38.5%) of respondents follow the democratic style.
- There is a significance given to the gender/ motivational factor/ reward and appreciation.

SUGGESTIONS

- There are various ways to adopt good leadership styles in a working environment.
- The best leadership style that could be seen from the three common styles that were discussed is the democratic leadership. In the current working environment, most organizations adopt the democratic leadership style as it aids the organization in meeting its goals and objectives.
- As the organization's strength relies heavily on democratic leadership style, it is suggested that the company's leadership strive to get more out of this leadership style in its operations.
- In this diverse working environment, it is also suggested that the company adopt certain leadership styles where appropriate throughout order for the organization to grow in strength in its industry.

CONCLUSION

This report mainly focused on the common three styles of leadership which are autocratic leadership, democratic leadership as well as laissez faire style of leadership. The democratic leadership deems best compared to the other two styles as it will aid in enhancing the performance of the employees and the organization as a whole. The autocratic is the least effective as it might demotivate employees and reduce the productivity and performance of the organization. This report showed the styles of leadership as well as the impacts on the organization. It is crucial that managers that adopt the leadership style should contribute to the well-being of the employees as well as provide opportunities and allow them to be involved in decision-making. In this context, leadership styles play a significant role in the organizational performance and it is merely up to the managers to adopt the right one. To have an impact on the organization through leadership development, these development programs require to be upheld in organizations by ongoing, reflective practices with objective setting and review that are connected to the leadership role and the organizational strategy though literature reflects on lack of universal robust evaluation of leadership development programs, especially those that fail to identify the effectiveness of long-term outcomes on the investment made. In today's global scenario, the important aspect of a leadership style and leadership development is to stimulate, motivate, empower and direct the follower's/group members by being sympathetic to achieve the organizational objectives by being a visionary, having big-picture thinking, flexible and who initiates change.

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