

A Study on Leadership Styles Adopted at V-Trans in India

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ABSTRACT

Leadership styles are usually considered a benefit for the most companies. This style focuses the management that provides guidance and help to its team and departments while accepting and receiving the inputs from individual team members. These leaders not reserve to their activities and authority only but in actual they bother about consultation of employees. To evaluated worker's views of their senior and top leadership team and state that this style focuses on using the skills, experience, and ideas of others. However, the leaders or managers using this style but still remains the final decision making power in the leader's hand. To his or her credits, they will not make major decision without firstly getting the input from those that will be affected, provide proper recognition, and delegate responsibilities. The main intension of this paper is to identify and examine the leadership styles adopted in the organization. This leadership styles improve the performance in both short term and long term and can be used for any type of work project.

Keywords-- Communication, Feedback, Leadership, Motivation, Responsibility

framework for understanding leadership. Different situations require different leadership styles. when there is little time to coverage on an agreement and quick work is required and where a designated authority has significantly more experience or expertise than the rest of the team, an autocratic leadership style may be most effective, however, in a highly motivated and aligned team with a homogeneous level of expertise, a more participative and democratic style may be more effective. The style should be one that most effectively meets the objectives of the team while balancing the interest of its followers and team members of that group which led by an effective leader.

II. OBJECTIVES OF THE STUDY

- To identify and examine the leadership styles adopted in the organization
- To identify how changes in management affects the employee performance
- To identify the problem associate with leader-employee relationship in organization
- To examine how these leadership styles affects the employee performance

III. SCOPE OF THE STUDY

The study focused on how changes in management affect the employee performance which includes execution of defined duties, meeting of deadlines and achieving departmental goals, effective and efficient of achieving the task .find out the leadership styles followed by the organization. In the work situation it has become increasingly clear that managers can no longer rely solely on the use of their position in the hierarchical structure as a mean of exercising the functions of

I. INTRODUCTION

Leadership styles have significant and substantial effects in the small businesses and also in the world's largest corporations. These styles affect everyone from senior and top management to the new entrant even of employees and new firms. They create the corporate culture that influences the organization and performance of employees in term of meeting deadline projects. Leadership style refers to a leader's behavior and attitude of governance and supervision. It is the result of personality traits, experience, attitude and philosophy of the leaders. Rhetoric specialists have also developed

leadership. In order to get the best results from subordinates the manager must also have regard for the need to encourage high morale, a spirit of involvement and co-operation and a willingness to work.

IV. RESEARCH METHODOLOGY

The study will explore the problem in an interpretative view and investigation, using a descriptive approach which uses focus group, interviews. To illustrate the descriptive type of research, will guide the researchers when he stated: descriptive method of research is to gather information about the present existing condition. The purpose of employing this method is to describe the nature of a situation, as it exists at the time of the study and to explore the effects of particular phenomena on the performance of employees and firm.

4.1 Database

Secondary research will be integrated. The reason for this is to be able to provide adequate discussion for the readers that will help them understand more about the issue and the different variables that involve with it. On the other hand, sources in secondary research will include previous research reports, newspaper, magazine and journal content. Existing findings on journals and existing knowledge on books will be used as secondary research.

The interpretation will be conducted which can account as qualitative in nature.

4.2 Sampling unit

The employer and employees of v-trans India private limited is the sample unit of my research.

4.3 Hypothesis

(H0): There is not a significant relationship among effective leadership styles and performance improvement of employees.

(H1): The Democratic leadership style has a significant effect on employee performance.

(H2): The **autocratic leadership** style has a significant effect on employee performance.

(H3): The participative leadership style has a significant effect on employee performance.

4.4 Sampling design

Sampling may be define as the selection of some part of an aggregate or totality on the basis of which a judgment or interference about the aggregate or totally made. A sample is a number of units taken from the population a sample size of 92 of chosen, the researcher as adopted random sampling technique to collect the sample.

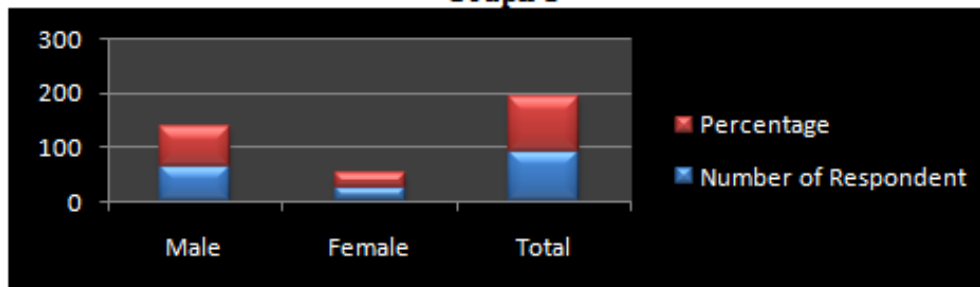
V. DATA ANALYSIS & INTERPRETATION

5.1 Respondent Opinion on Gender

Table 1

Gender	Number of Respondent	Percentage
Male	66	72
Female	26	28
Total	92	100

Graph 1



Inference

From the above statistical analysis it is being inferred that 60% of the respondents is male, and 26% of

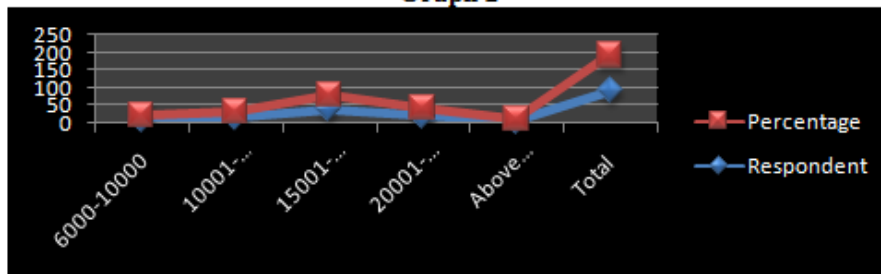
the respondents belongs to female, majority of the respondents are from male.

5.2 Respondent Opinion on Income

Table 2

Income	Respondent	Percentage
6000-10000	11	12
10001-15000	16	17
15001-20000	39	42
20001-30000	20	22
Above 30000	6	7
Total	92	100

Graph 2



Inference

From the above table it is inferred that 39% of the respondents income is 15001 to 20000, while 20% of the respondents is 20001 to 30000 income per month, 16% of the respondents is 10001 to 15000, 11% of the respondents

is 6000 to 10000, and rest of 6 % of the respondents is above 30000.majority of the respondents income is 15001 to 20000.

5.3 Respondent Opinion on Work Problem

Table 3

Work Problem	Respondent	Percentage
Strongly Agree	18	19
Agree	11	12
Neither Agree Nor Disagree	19	21
Disagree	20	22
Strongly Disagree	24	26
Total	92	100

Graph 3



Inference

From the above table it is inferred that 24% of the respondents are strongly agree for subordinates work problem out of their own, while 20% of the respondents are disagree & 19% of the respondents are neither agree

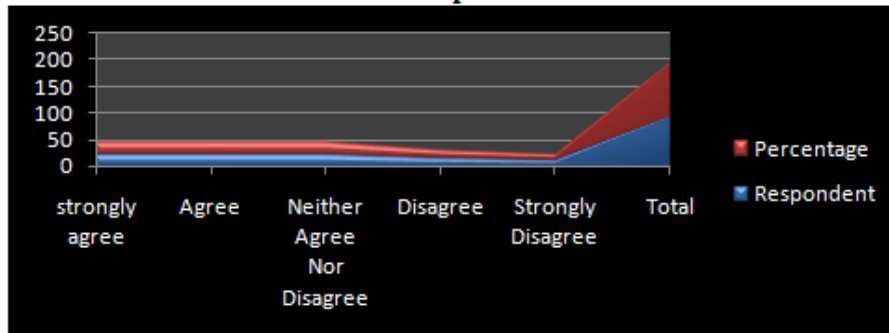
nor disagree 18% of the respondents are strongly agree ,11% of the respondents are agree. Majority of the respondents are strongly disagreeing for subordinates work problem.

5.4 Respondent Opinion on Appraisal

Table 4

Appraisal	Respondent	Percentage
Strongly Agree	16	17
Agree	31	34
Neither Agree Nor Disagree	24	26
Disagree	16	17
Strongly Disagree	5	6
Total	92	100

Graph 4



Inference

From the above table it is inferred that 31% of the respondents are agree that leaders should allow subordinates to appraise their work, while 24% of the respondents are neither agree nor disagree & 16% of the

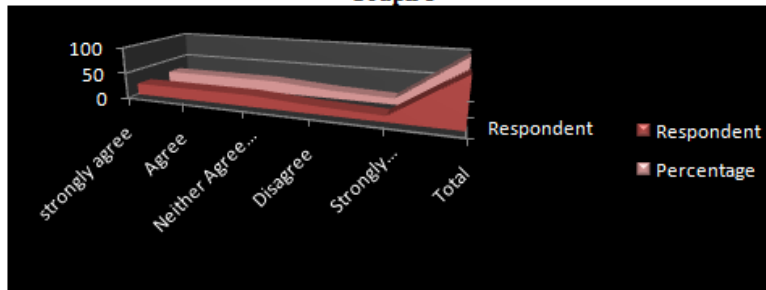
respondents disagree & strongly agree, 5% of the respondents are strongly disagree. Majority of the respondents are agreeing.

5.5 Respondent Opinion on Responsibility

Table 5

Responsibility	Respondent	Percentage
Strongly Agree	18	20
Agree	34	37
Neither Agree Nor Disagree	11	12
Disagree	17	18
Strongly Disagree	12	13
Total	92	100

Graph 5



Inference

From the above table it is inferred that 34% of the respondents are agree for help subordinates accept responsibility for completing the work, while 18% of the respondents are strongly agree & 17% of the respondents

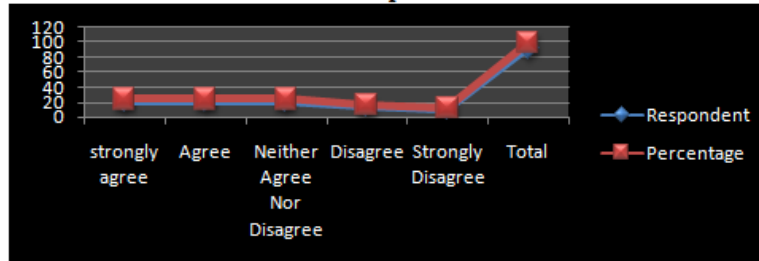
disagree ,12% of the respondents strongly agree, 11% of the respondents are neither agree nor disagree. Majority of the respondents are agreeing.

5.6 Respondent Opinion on Input

Table 6

Input	Respondent	Percentage
strongly agree	22	24
Agree	22	24
Neither Agree Nor Disagree	22	24
Disagree	15	16
Strongly Disagree	11	12
Total	92	100

Graph 6



Interpretation

From the above table it is inferred that 22% of the respondents are strongly agree, agree & neither agree nor disagree for workers prefer little input from the leader's, while 15% of the respondents disagree & 11% of the respondents are strongly disagree. Majority of three respondents are commonly preferred for workers prefer little input from the leader.

VI. FINDINGS

6.1 To find out the significant difference between gender and Employee Achievement existing in the company

Null hypothesis (H0): There is no significant difference between gender and Employee Achievement existing in the organization.

Alternate hypothesis (H1): There is significant difference between gender and Employee Achievement existing in the organization.

Inference: Since the calculated value is less than the table value we accept null hypothesis (H0) and reject H1 hypothesis. Hence there is no significant difference between gender and Employee Achievement existing in the organization. This shows that gender of the employees does not influence their working problem in the organization.

6.2 To find out the significant difference between gender and employee freedom existing in the company

Null hypothesis (H0): There is no significant difference between gender and employee freedom existing in the organization.

Alternate hypothesis (H1): There is significant difference between gender and employee freedom existing in the organization.

Inference: Since the calculated value is less than the table value we accept null hypothesis (H0) and reject H1 hypothesis. Hence there is no significant

difference between gender and employee freedom existing in the organization. This shows that gender of the employees does not influence their working problem in the organization.

6.3 To find out the significant difference between gender and work problem existing in the company

Null hypothesis (H0): There is no significant difference between gender and work problem existing in the organization.

Alternate hypothesis (H1): There is significant difference between gender and work problem existing in the organization.

Inference: Since the calculated value is less than the table value we accept null hypothesis (H0) and reject H1 hypothesis. Hence there is no significant difference between gender and working problem existing in the organization. This shows that gender of the employees does not influence their working problem in the organization. All the three comparison laissez faire is high.

6.4 To find out the relationship between employee guidance and motivation

Inference: There is negative correlation between employee guidance and motivation in training program; it means the increase or decrease in employee guidance and motivation. Based on calculation value autocratic styles are followed in leadership styles. There is no proper motivation which leads to affects the job performance.

6.5 To find out relationship between employee freedom and responsibility

Null hypothesis (H0): There is no significant difference between employee freedom and employee responsibility after being trained of the respondents

Alternate hypothesis (H1): There is significant difference between employee freedom and employee responsibility after being trained of the respondents

Inference: Since the Calculated value is higher than tabulated value we reject null hypothesis (H0) and (H1) alternate hypothesis is accepted. Therefore there is

significant difference between freedom and employee responsibility after being trained of the respondents. Hence, freedom is not relevant to employee responsibility of the employees.

6.6 Weighted Average Method

Weighted average method is used to some of the views of the respondents to obtain mean score for the particular statement.

Inference: from the above method inferred that 19.12% of laissez faire leadership styles followed, while 19.07 of authoritarian leadership styles followed, and 18.77% of democratic leadership styles followed. From the calculation majority of laissez faire leadership followed.

Findings

- Majority of the respondents are from post-graduate
- Majority of 35% of the respondents are from 6 years to 10 years.
- Majority of 39 % of the respondents are from 15000-20000 of the income per month.
- Majority 45% of the respondents strongly agree that employee need to be supervising closely.
- Majority 24% of the respondents strongly disagree for the subordinates work problem out of their own.
- Majority 25% of the respondents agree that most employees in the general population are lazy.
- Majority 20% of the respondents disagree. Considerably 19% of the respondents are agreeing and neither agrees nor disagrees for guiding without pressure in the key to being a good leader.
- Majority 24% of the respondents agree for leader staying out of the way of subordinates as they do their jobs.
- Majority 28% of the respondents strongly disagree for given rewards or punishments in order to motivate them to achieve organizational objectives.
- Majority 38% of the respondents strongly agree for supportive communication for leaders.
- Majority 31% of the respondents agree that leaders should allow subordinates to appraise their work.
- Majority 27% of the respondents neither agree nor disagree that employee feel insecure about their work and need directions.
- Majority 34% of the respondents agree for help subordinates accept responsibility for completing their work.
- Majority 24% of the respondents disagree for subordinates complete freedom to solve problems on their own.
- Majority 27% of the respondents agree for leaders are chief judge of the achievements of the member of the group.

- Majority 25% of the respondents agree for leader's job to help subordinates find their passions.
- Majority 22% of the respondents commonly all the three strongly agree, agree, neither agree nor disagree are chosen for workers prefer little input from the leader.
- Majority 36% of the respondents neither agree nor disagree for leaders give orders to clarify the procedure.
- Majority 25% of the respondents neither agree nor disagree for people are competent if given a task will do a good job.
- Majority 26% of the respondents strongly agree considerably 25% agree for best to leave subordinates alone.

VII. SUGGESTIONS

- Have suggested of the respondents that employee need to be supervised closely laissez faire leadership styles are followed need better leadership quality to improve the performance of the employee.
- In order to improve the efficiency of the work culture management needs to frequently discuss and motive them.
- Some of the employees feel that the benefits receive or not sufficient, it needs to address by the management.
- Most employee in the general population are lazy, to provide proper motivation to do the job effectively.
- To provide rewards or punishments in order to motivate them to achieve organizational objectives
- Have suggested providing subordinates complete freedom to solve problems on their own
- To provide leader staying out of the way of subordinates as they do their jobs.
- Have suggested more supportive communication from leaders

VIII. CONCLUSION

As elaborate the participative style of leadership has a greater positive effect on employee performance in which situation employee feel power and confidence in doing their job and in making different decisions And in autocratic style leaders only have the authority to take decisions in which employees' feels inferior in doing jobs and decisions. In democratic style employee have to some extent discretionary power to do work so their performance is better than in autocratic style. The authoritative style is appropriate When new employees are

unfamiliar and don't have sufficient know how about their jobs If the employee constantly misusing their authority When company rules are violated by employees When the sole person responsible for a decision making and implementing. The consultative style is appropriate when organization needs creative problem solving when organization is conducting planning meetings for the department's working improvement when organization is training people for leadership roles when you need good and efficient performance of the day-to-day organizational tasks. The participative style is appropriate When organization have competent and talented team members when company or department planning meetings for improvements when company conducting evaluation sessions when you are motivating top-performers in an organization when you need of innovative and creative work.

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