

## Role of leadership qualities in object orientation by motivation of team

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### Abstract

Motivation is the method used as instrument to get team's work better. Leadership is the "process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task". Leadership is ultimately about creating a way for people to contribute to making something extra ordinary happen. Psycho principles are used to help leaders, team and organization successfully meet goals, increase profitability and enhance effectiveness. A leadership style provides direction, implement plans, and motivate people.

**Keywords:** motivation of team, leadership qualities

### Introduction

Leadership has so many qualities as autocratic, democratic, bureaucratic, task-oriented and relationship-oriented. Autocratic leadership requires making as many decisions as possible to have most authority and control in decision making, to retain responsibility rather than utilize complete delegation, consultation with other colleagues in minimal decision making. It has been found that managers are less concerned about development of their own leadership and prefer to simply work on the task at hand. This leadership style is intuitive, carries instant benefits and comes natural to many leaders. Autocratic leadership style is useful for short term projects with highly technical, complex elements, work environment where employees perform low skilled, monotonous and repetitive tasks, companies that suffer from a high employee turnover.

Democratic leadership style is the leadership style that promotes sharing of responsibility, the exercise of delegation and continual consultation. In this style manager seeks consultation on all major issues, effectively delegate tasks to subordinates and give them full control and responsibility, welcomes feedback and encourages others to become leaders. Democratic leadership is applied in the manufacturing industry to allow employees to give their ideas on how processes can become more efficient, in professional organizations where the emphasis is on training, professionalism and leadership development. Quality of work is agenda of organization and draw attention upon the creative energies.

The bureaucratic leadership style is concerned with ensuring workers follow rules and procedures accurately and consistently. Leaders expect an employee to display a formal business like attitude in the work place, gain instant authority with their position; employees are rewarded for their ability to adhere to the rules. Bureaucratic leadership is found in extremely large corporations such as govt. bodies. Every team leader has the great potential with a positive

energy to use resources in the development of all members and society. Leaders always believe in improvement. They understand that things are changing around them and to be great leader they must be changing too. Leaders are self motivated and inspire team members to become better; they concentrate on people's strength not their weaknesses. Leaders are an active and not reactive, treat people with respect and importance. Leaders are always prepared to face any challenge and do not have ego. They are great mentors, ambitious hard workers, reformers and visionaries.

Motivation is the activation of goal oriented behaviour. Motivated people achieve their objectives; seem to be more goal concerned. Motivated team members are highly adaptable, particularly when it comes to change and they have a positive attitude at work. They help to spread an organization's good reputation, increase rates of sincerity, improve performance and profit. They also work hard to achieve their goals and work with a greater sense of responsibility than unmotivated people. In present environment, employers, team leaders and managers are expected to understand and apply motivational strategies. Some organizations use motivational tools to help their members, meet the challenge of serving the people and conducting organizational activities. It has been said that the job should have sufficient challenge to utilize full ability of employee. Employees who demonstrate increasing level of ability should be given increasing levels of responsibility.

### Methodology

To find data regarding role of leadership qualities in object orientation by motivation of team survey method was selected for study. 6 govt. owned and 6 private organizations randomly selected. Team leaders and team members were interviewed. 15 members of every organization were opted. A questionnaire was prepared having questions related to team leader work, personal view about development of organizations. Collected data is tabulated and analysed.

Finding and Analysis

Table 1: Influence of Leadership on Motivational Characters of Team Members

Components	Autocratic System		Democratic System		Bureaucratic System	
	Govt. Sector %	Pvt. Sector %	Govt. Sector %	Pvt. Sector %	Govt. Sector %	Pvt. Sector %
Team Work	61	74	73	85	82	54
Object Orientation	64	71	67	81	77	58
Inter Personal Relation	57	76	46	78	44	69
Mutual Coordination	53	67	62	84	56	71
Healthy Environment	49	63	71	86	53	70

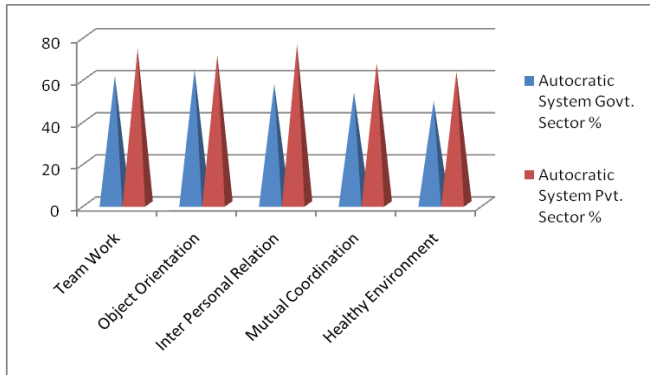


Fig 1: Influence of Autocratic Leadership on Motivational Characters of Team Members

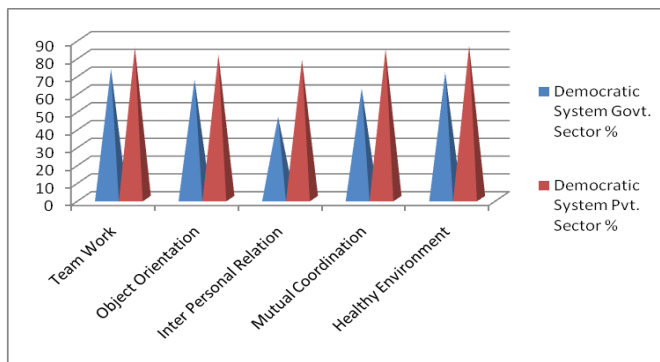


Fig 2: Influence of Democratic Leadership on Motivational Characters of Team Members

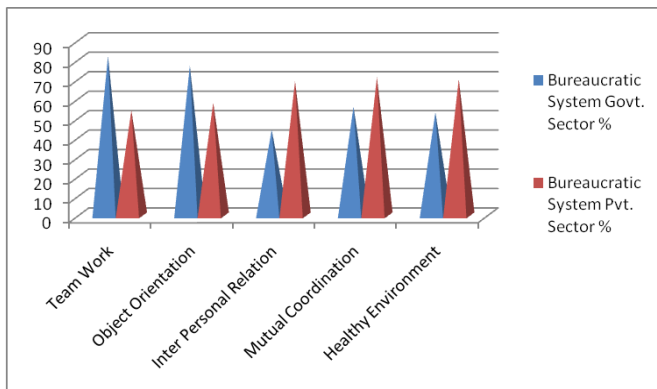


Fig 3: Influence of Bureaucratic Leadership on Motivational Characters of Team Members

Data analysis shows that team motivates for team work in democratic private sector highly i.e. 85% but in bureaucratic govt. owned system team work percentage is 82%. Object orientation found 81% in democratic private system while 77% in govt. bureaucratic system. Inter personal relationship

gained high value i.e. 78% by democratic private system and 76% by private autocratic system. Mutual Coordination is observed 84% in private democratic system while 71% in bureaucratic private system. Healthy environment found 86% value for democratic private system and 71% for govt. system and 70% for bureaucratic private system.

Conclusion

Using effective leadership style, team can be motivated and may reach to new heights, and help to achieve extraordinary things. Successful leaders expect great things from their team members, and they spark feelings of trust and loyalty in return. To become a qualitative leader, person need to create an attractive, inspiring vision of a meaningful future, encourage people to adopt this vision, manage its delivery, and continue to build trusting relationships with team members. It's important to strike a balance between extrinsic motivators, such as pay raises and changes to working conditions, and intrinsic motivators, like assigning people tasks that they enjoy.

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