

# LEADERSHIP

## DEFINITION OF LEADERSHIP:

**Leadership:** Is a process of influencing group activities towards achieving goals in a given situation.

## DEFINITION OF THE LEADER:

A leader is a person who leads people for achieving goals in a given situation through influencing.

## TYPES OF LEADERSHIP ACCORDING TO STYLE:

### 1 .Autocratic (Authoritative) Style leadership

Characteristics:

- 1 .Absolute leadership by the one person
- 2 .Autocratic Leadership has unlimited powers
- 3 .Autocratic Leadership is firm, instant and self-assured
- 4 .Autocratic Leadership possesses one-way communication.
- 5 .Autocratic Leadership is disciplined
- 6 .Autocratic Leadership is peaceful and forceful.
- 7 .Autocratic Leadership is a dictatorship
- 8 .Autocratic Leadership is good for quality of work
- 9 .Autocratic Leader is director and dominate personality
- 10 Autocratic Leadership is favorable to deal in emergency due to the Punctuality
11. Autocratic Leadership, people are well informed about their job

## 2. Democratic (Participative) Style leadership

Characteristics:

1. This leadership is by the people, for the people and of the people
2. Democratic leader, shares their ideas with co-workers
3. Democratic leader, always makes decision before to consult the follower
4. Democratic leader, improves job satisfaction that leads to the mental and social health
5. Democratic leader gets high moral, free discussion, positive motivation and social equality.
- 6- Democratic leadership is a creative leadership
7. Democratic leadership is a two-way process of communication
- 8 Democratic leader, gets suggestions and complains
9. Democratic leader, get more quality and quantity of work
10. Democratic leadership is time consuming style leadership
- 11 Democratic leader, acts as a helper
12. Democratic leadership based on equality.

## **3. Laissez fairs (Free-rain / Anarchic) style leadership:**

Characteristics:

1. This leadership is extreme form of democratic.
- 2 Free-rain leader, leaves most of his/her work on the members
3. Free-rain leader has no established goal and policies.
4. Free-rain leader, gives authority to the followers
5. Free-rain leader, gets job satisfaction
- 6 Free-rain leader, gets less work but quality of work is found

#### **4. Multicratic style leadership:**

This leadership combines the best point of three (Autocratic, Democratic & Free-rain) traditional style of leadership.

#### **5. Bureaucratic style leadership:**

A government by the central administration (Oxford)

**6. Modifying autocratic style leadership:** Modifying autocratic type is help between democratic and free-rain style.

#### **FACTORS EFFECTING ON LEADERSHIP:**

##### **1. Personal factors:**

Age

Sex

Heredity

Socio-economic status

Cultural back ground

Education

Experience

##### **2. Environmental factors:**

Social factor

Political factor

Expectation of society

Social structure

Technology

## **THEORIES OF THE LEADERSHIP:**

### **1. THE GREAT MAN THEORY:**

According to this theory, there are certain inborn qualities present in an individual as, intelligence, courage, self-control and decision making and theory described as leaders are born not made.

### **2. TRAIT THEORY:**

According to this theory, all the human activities like eating, language and culture are sought through learning and experience and also this theory explains that leadership is acquired through learning and experience.

### **3. SITUATIONAL THEORY:**

A person could be a leader in a situation and follower in another situation. This leader depends upon the situation and general intelligence does not seem to be the answer

### **4. CONTINGENCY THEORY**

According to this theory the effectiveness of leader is depending upon in interpersonal relationship of leader and workers.