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Impact of Leadership Style on Employees Productivity

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ABSTRACT: In today's competitive business environment, leadership is a critical factor in driving organizational success. The way leaders influence, motivate, and guide their teams significantly impacts employee productivity and overall organizational performance. Leadership styles ranging from autocratic and transformational to democratic and laissez-faire shape workplace culture, employee engagement, and operational efficiency.

This case study explores the relationship between leadership style and employee productivity, focusing on how different leadership approaches affect motivation, job satisfaction, and task performance. By analyzing real-world examples and organizational practices, the study aims to highlight the strategies leaders use to maximize productivity while fostering a positive work environment.

KEYWORDS: Leadership, Organization, Employee

I. INTRODUCTION

Leadership style is a pivotal factor that influences the behavior, attitude, and productivity of employees in an organization. Over the years, the study of leadership has evolved, with scholars and practitioners recognizing that leadership is not a one-size-fits-all approach. Rather, effective leaders adopt different styles based on the needs of their teams, organizational culture, and situational factors. The way a leader motivates, communicates, delegates responsibilities, and resolves conflicts can have profound effects on how employees perceive their work environment, their level of engagement, and ultimately, their productivity.

In today's dynamic business environment, organizations are increasingly reliant on the ability of their leaders to inspire and manage diverse teams, often across multiple geographical locations and cultural contexts. As businesses strive for innovation, efficiency, and competitive advantage, the leadership style adopted by executives and managers becomes one of the most significant factors in achieving these objectives.

The study specifically examines the following:

- The role of leadership styles in shaping employee behaviour.
- The impact of leadership approaches on morale, collaboration, and innovation.
- The challenges associated with different leadership styles and their implications for productivity.

By understanding these dynamics, organizations can tailor their leadership strategies to align with their goals, improve employee satisfaction, and achieve sustainable growth. This study provides actionable insights for leaders looking to refine their approach and enhance team productivity.

OBJECTIVES

- To examine the relationship between leadership style and employees productivity.
- To examine the relationship between leadership style and employee creativity and innovation.

II. RESEARCH METHODOLOGY

- **Research Design:** The primary goal of descriptive research is to describe the characteristics of the phenomenon under study, in this case, the relationship between leadership style and employee productivity. This will involve identifying and categorizing various leadership styles, their specific traits, and how they correlate with different aspects of employee productivity, such as task completion, engagement, and motivation.

- **Data collection:** Primary Data was collected through Conduct of surveys among employees.
- **Area:** The area of study is confined in Coimbatore city
- **Sample Size :** Approximately 126 surveys are collected for this study.
- **Period of study :** The research is conducted over a period of 4 months from December 2024 to March 2025.

LIMITATIONS

- The study sample may not be representative of larger population and it is not applicable to organizations of different sizes or structures.
- The study assumes that the information was given by the respondents without bias.

RESULTS AND DISCUSSION

The results and discussion of the study are highlighted below

Table 1- Type Of Organisation

Particulars	Frequency	Percentage
Corporate company	26	26.9%
Start-up	37	30.8%
Government sector	37	30.8%
other	14	11.5%
Total	120	100.0%

- The **start-up and government sectors** have the highest score, each with around **37 respondents (30.8%)**. This indicates a nearly equal preference for these two types of employment.
- About **32 respondents (26.9%)** work in corporate companies, making it another significant employment choice.
- Around **14 respondents (11.5%)** belong to other sectors, which could include freelancing, NGOs, academia, or self-employment.
- The equal proportion of **start-up and government sector employment** suggests a mix of traditional job preferences and entrepreneurial ambitions.
- If this data represents a student or early-career demographic, the strong inclination toward **start-ups and corporate jobs** might indicate a trend of innovation-driven careers, while government jobs continue to attract a stable workforce.

Table 2- Employees Opinion On Most Effective Leadership Style Suited For Productivity

Particulars	Frequency	Percentage
Autocratic	28	23.1%
Democratic	83	69.2%
Transformational	9	7.7%
Laissez- faire	0	0%
Total	120	100.0%

- The majority of respondents (83 out of 120, or 69.2%) favor **inclusive and participative leadership**, indicating a preference for leaders who encourage teamwork and collaboration.
- About **28 respondents (23.1%)** prefer **strict and directive leadership**, suggesting that a significant number value structure, discipline, and clear authority.
- Only **9 respondents (7.7%)** favor a **motivational and inspiring** leadership style, which might indicate a focus on practicality over visionary leadership.
- The absence of responses for **Laissez-Faire (hands-off) leadership** suggests that respondents prefer leaders who are actively involved rather than taking a completely passive approach.
- Organizations with this demographic may benefit from **democratic leadership structures**, emphasizing open communication, collaboration, and decision-making that includes employee input.

Table 3 - Rating Towards Importance Of Leadership In Determining An Employee's Productivity

Particulars	Frequency	Percentage
Very Important	65	53.8%
Somewhat Important	42	34.6%
Not very important	14	11.5%
Not important at all	0	0%
Total	120	100.0%

- A significant proportion, 65 out of 120 respondents (53.8%), consider this factor very important, showing a strong consensus on its relevance.
- 42 respondents (34.6%) acknowledge its importance but not as a top priority.
- Only 14 people (11.5%) feel the factor is not very important, and none (0%) consider it not important at all.
- The data suggests a general agreement on the significance of the factor, with over 88% of respondents (Very + Somewhat Important) recognizing its importance.

Table 4 - Employees Opinion Towards Frequency Of Their Involvement In Decision Making

Particulars	Frequency	Percentage
Always	42	34.6%
Often	37	30.8%
Rarely	32	26.9%
Never	9	7.7%
Total	120	100.0%

- **79 respondents (66%)** participate **Always or Often**, indicating a strong inclination toward this activity.
- **32 respondents (26.9%)** reported engaging in the activity **Rarely**, suggesting a moderate level of interest or necessity.
- Only **9 respondents (7.7%)** Never participate, indicating that the activity is relevant to most of the sample.

- The data shows a **gradual decline from frequent to infrequent participation**, meaning that while most respondents engage in the activity regularly, a notable portion does so less frequently.

Table 5 - Factor That Motivates Employees Under Good Leadership

Particulars	Frequency	Percentage
Recognition and appreciation	18	15.4%
Career growth opportunities	51	42.3%
Salary and financial benefits	32	26.9%
Work life balance	18	15.4%
Total	120	100.0%

- 51 respondents (42.3%) consider career growth opportunities the most important factor, indicating a strong aspiration for professional advancement.
- 32 respondents (26.9%) prioritize financial stability, showing that monetary compensation is a major factor in career decisions.
- 18 respondents (15.4%) value recognition and work-life balance, which highlights that while these factors matter, they are secondary to growth and salary.

Table 6 - Employees Opinion Towards “Does Leadership Style Play A Direct Role In Company Success?”

Particulars	Frequency	Percentage
Yes	88	73.1%
No	23	19.2%
May be	9	7.7%
Total	120	100.0%

- 88 out of 120 people believe that leadership style directly impacts company success.
- 23 respondents feel that leadership style does not have a direct role in success.
- 9 respondents were unsure whether leadership style influences company success.

III. SUGGESTION

1. Enhancing Leadership Training & Development

- Implement structured leadership training programs to align with the preferences of young professionals.
- Encourage inclusive leadership approaches that foster teamwork and collaboration.

2. Improving Workplace Communication & Employee Engagement

- Address poor communication (biggest workplace challenge) by conducting regular feedback sessions, team meetings, and open-door policies.
- Increase employee involvement in decision-making, as 66% favor participative leadership.

3. Leadership Adaptation & Change Management

- Ensure smooth transitions in leadership to minimize productivity drops.
- Adopt strong communication strategies during leadership changes to maintain employee morale.

IV. CONCLUSION

Leadership directly impacts employee productivity, motivation, engagement, and company success. A collaborative leadership style is highly favored, emphasizing teamwork, decision-making involvement, and clear communication. Poor leadership leads to workplace stress, demotivation, and decreased productivity, highlighting the need for leadership training. Effective leadership communication and career growth opportunities are crucial for employee satisfaction. Organizations should focus on structured leadership development, open communication, and balanced work policies to create a positive, productive work environment.

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