



## **ORGANIZATIONAL FACTORS AFFECTING ROLE OF LEADERSHIP ON EMPLOYEE PERFORMANCE**

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### **Abstract:**

*The study sought to investigate the effect of leadership styles practiced in an organization and their effect on employee performance. The aim of this study is to understand the autocratic, democratic and participatory effects of different leadership styles on employee efficiency. Specifically, the purpose of this document is to define the extent to which the three forms of management styles include change leadership, transactional leadership, and thinking leadership regarding the performance of employees in the private sector. However, the thought leadership position has begun to attract a lot of attention to how leadership styles influence the performance of employees. researchers conducted several transition and transaction management theories taken from Full Range Leadership Model. This paper also aims to provide an alternative approach to the different types of leadership used by managers to enhance employee performance in various contexts from previous research. A conceptual framework to evaluate the effect of the three types of leadership styles on employee performance has been developed.*

**Key Words:** Employee Performance, Training, Development

### **1.0 INTRODUCTION**

Leadership means a group of individuals may control to achieve a vision or set of objectives. It's a topic of comprehensive management research. Leadership is the most vital aspect of an organisation, and the most valuable skill for the leaders of the organisation. The effect on employee's performance is direct and indirect. [1] notes leaders have a vital role to play in fostering a company culture that facilitates the exchange of information, retention and loyalty. In a highly competitive environment, businesses depend heavily on their managers to drive transformation and creativity to achieve a competitive edge over their competitors. Employees are the organisations' greatest asset. In particular, leadership has become a significant challenge to companies to enhance their efficiency and their well-being.[2] This means management recognises the effectiveness and effects on employee performance of the various types of leadership. Presented model for full range management (FRL). It demonstrates how transformational and transactional leadership are the most powerful forms of leadership. According to the FRL model it will affect subordination actions and attitudes when both leadership styles were used at the same time and would inspire them to improve their performance.

#### **Transformational Leadership:**

Transformation leadership can be described as a situation in which one or more individuals participate in a collective encouragement of leaders and supporters to change their leaders and followers. Transformational leadership focuses on enhancing employee growth, process-oriented participation, confidence-based commitment and aspirations in this way. Motivating workers to be above standards Transformative leaders encourage their fans to go beyond

themselves. These leaders have remarkable impact on followers Due to their transformative guiding principles, they are four-dimensional, anarchist, motivational, intelligent and human.

**Statement of the problem:**

The performance of employees covers the performance of specified tasks, deadlines, employee competence and work productivity. Different entities require strong management styles that improve staff efficiency. Some organisations, including the tractor plant, are facing challenges: slow creativity, low efficiency and failure to achieve performance goals. [3] This is because the issue has been expected as a problem because of lack of strategic behaviour of certain leadership types in specific circumstances. This problem continuously affected the efficiency of workers. That is why study explores the best way to encourage employee performance

**Limitation of the study:**

However, limited research has concentrated on the actual subject and has identified some essential interconnections that should be considered. The analysis by evaluating empirical evidence has looked at the role of employee success in training, growth, education and leadership.

**Significance of the Study**

The study only focused on exploring how participative leadership, authoritative leadership and Democratic leadership styles stimulated the employees' performance which includes execution of defined duties, meeting of deadlines and achieving departmental goals.

**Objectives:**

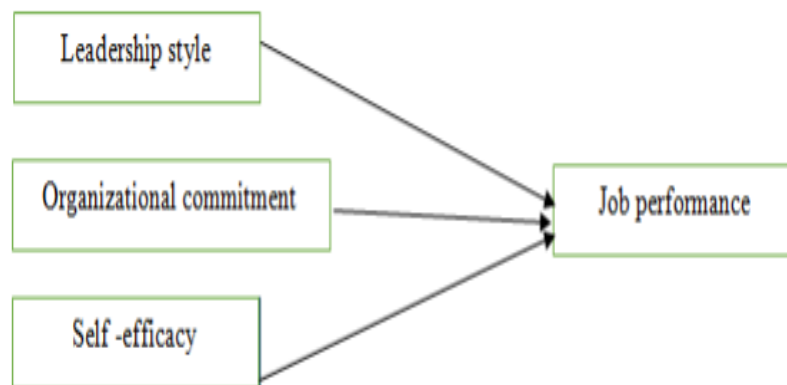
- To examine the impact of Transformational leadership style on employee performance
- To examine the impact of transactional leadership style on employee performance
- To examine the impact of Participative leadership style on employee performance

**2.0 LITERATURE REVIEW**

Performance is a fundamental factor in influencing an individual or group actions to achieve organisational goals and job performance [4] Appropriate leadership may force company members to follow the appropriate path to achieve corporate goals, lead a good leader to guide or identify the direction that the executive can lead employees towards. The style of management will influence supervision and followers' relationships and will dramatically improve morale, attitudes and job efficiency of the workers [5] In the past, leading studies on the theoretical characteristic, contingency theory and behavioural theory. In 2015, the research in the leadership style was generally noticed before Bass introduced transformational leader sure and transactional leadership. Established that transformation leadership refers to leaders with charismatic features that provide intellectual motivation and individual consideration to subordinates. [6] However, an inspiration transformational leader will encourage his followers by introducing, communicating and guiding them to achieve performance objectives to meet their original performance expectations.

**3.0 RESEARCH METHODOLOGY**

The study was carried out with a sample of teachers selected at random and found that there is a significant negative correlation between job performance and teacher's self-efficacy. However, the assessment found that the characteristics of a task had little effect on workers' achievement and self-efficacy and suggested that there was no conclusive evidence that self-efficacy had an influence on the performance of the workforce. During their research, an in-depth review of the internal processes in the organisation was carried out and the self-evaluation has shown that self-efficiency has an important effect on work success. Training and growth have had a positive impact upon the performance. Employee development is an invasive group training session that most people imagine to be. [7] Unfortunately, the approach to the growth of workers is just the contrary to employee development. The creation of employees can be illustrated in many ways through training, assessment, training programmers and even feedback. If the effects of improvement on employee performance are correctly executed, they can also stimulate growth in the employee and the business overall.



**Figure 3.1: Theoretical Framework**

The research discusses this issue with a descriptive approach that uses the focus group, interviews and analysis. The purpose of this approach was to outline the essence of a situation that occurs at the time of the study and to investigate what impact particular phenomena could have on the performance of employees and businesses. In order to explain the descriptive nature of research the researchers would like to say: the method of research descriptively is to gather information on the current conditions [8].

#### **Sample and Data Collection:**

Employees in the other private sector will be the focus population for this analysis. The respondents to this study would be workers with management and non-managerial positions. Employees must have a professional history of at least 3 years as they are subject to various kinds of leadership in their workplaces. The main method of data collection would be the self-administered questionnaires. Before the questionnaire is received, a cover letter will be sent to participants explaining the intent and maintaining the confidentiality of the respondents.

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.

### **Job performance:**

Job performance is the degree to which a firm anticipates employees regarding excellence and quantity. Performance is a key to measure the success and outcome of the firm. It is argued that the success and failure of a firm depends on the performance of the employees. Quality of work refers to the assessment of the employee's ability to complete the job compared to the set targets.

- Quantity of work refers to the assessment of the ability of employees to complete tasks accurately according to the quality of the work planned.
- Timeliness means that the assessment of the ability of employees to complete tasks and work closely in the time according to the time given and planned.

It is now normal to understand that employment output consists of a variety of complicated interactive variables, for example, for employees and the environment.

Researchers are conscious of the multi-dimensional principle of efficiency. In general, the output differentiates between a process aspect and the performance outcome aspect.

## **4.0 DISCUSSION AND ANALYSIS**

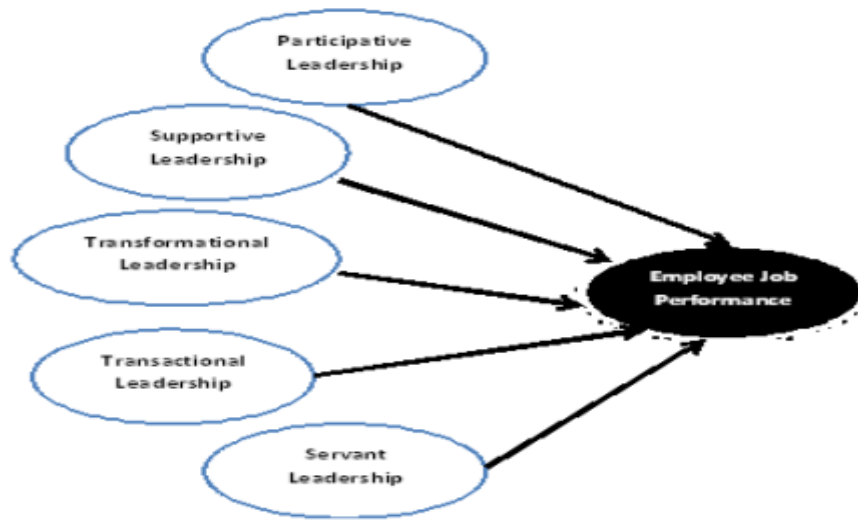
Leadership is an important aspect that not only company managers, but also employees that are members of the group, must possess. The ability to influence others within the organization is a critical factor.[9] Leadership dictates the success or failure of an enterprise because the leader is responsible for failure to carry out the work and, on the contrary, an individual who has influence on others to form or execute his/her vision succeeds in leading the organization. Good coordination or cooperation between leaders and employees is developed.

This study supplemented the void in research into job efficiency, the theoretical contribution. Despite a large amount of research on factors that affect job performance, few researchers concentrated on personal characteristics like the effect of self-efficacy on job performance. This research was carried out in academics of private universities and variations occur in various environments. It also virtually helps to establish the applicable perspective on leadership, organisational engagement, self-efficacy and job success for managing private universities in order to provide them with fresh and workable knowledge for more effective decision-making and strategy.

### **Leadership style has a positive impact on employee performance**

The role of leadership within institutions has become increasingly important to address the complex challenges of today and to restructure institutions in order to ensure that employees achieve the desired growth goals. [10] Strong leadership in organizations is obviously necessary to achieve targets and address today's challenges. The leaders implement the changes needed for their organizations to develop their companies in order to contribute to the growth of their sector and countries through their visions. Leaders contribute to the success of workers. Interestingly, workers of more conscious leaders were less emotionally

drained and did much better when their leaders believed that they operated more closely with authentic leadership.



**Figure: 4.1 Conceptual Framework**

**Influence of Leadership on Performance:**

The statistical findings of the study indicate that the t-score of 6.32 has great impact on the success of leaders. This research shows that leadership has a direct impact on success. The findings of this study support research which concludes that leadership is significantly influential in staff performance. This means that a stronger role in leadership would enhance employee understanding of the performance. The definition of leadership is informed by the leadership factors themselves. Leadership metrics are capable of adding to the commitment score of employees. This state must therefore be preserved or strengthened. Managers need to continue to exercise good leadership, one of the most.

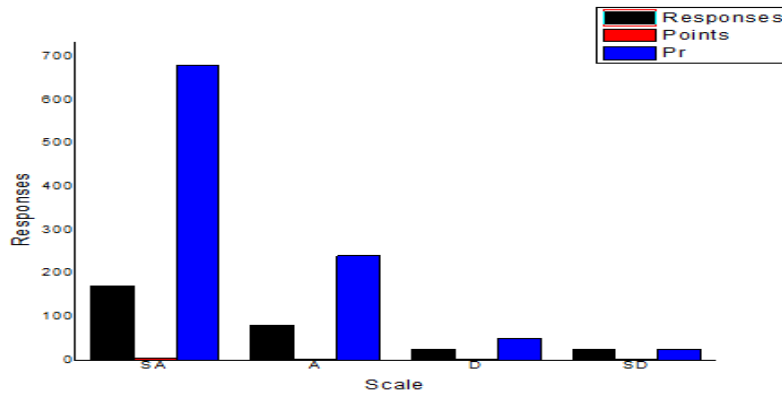
**Role of Leadership performance:**

Leadership is shown in the literature as a broadly discussed subject. Leadership is viewed as a tool for guiding others. Employees play an important role in guaranteeing service quality. Employees are more likely to perform well when their goals and conditions are clear. Although leaders have the correct mission and assignment, multiple types of leadership have different approaches to how tasks are delegated. Leaders are said to have a beneficial influence on the organization's productivity by affecting team members. The leaders of the group have considerable influence on their followers. Therefore, it is important to consider the characteristics of leadership styles such as transactional and transformational in order to determine their effect on the resolution of different leadership problems.

**Table: 4.1 Relationship between Poor Supervision and Employees Leadership Performance**

Scale	Responses	Points	Pr
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SA	170	4	680
A	80	3	240
D	25	2	50
SD	25	1	25
Total	300		995



**Graph: 4.1 Relationship between Poor Supervision and Employees Leadership Performance**

The finding tandem with the view also argued that bad leaders do not supervise properly and also lack the ability to harness the talent and ability possessed by their employees and thus poor performance and decline in productivity. A good leader must know the concept and principle of supervision and also know how to apply them in unique situations. Successful leaders often blend experience with science of good supervision in order to achieve a desirable result.

**CONCLUSION:**

In this research, a review of the of the existing literature on leadership has been conducted to identify the type of leadership styles that have an impact on Employee Job Performance. This research posits that transactional, transformational and thought leadership would pose a positive impact on employees’ job performances. To investigate the causal relationship proposed in this study, three proposals for research have been established. Most importantly, it gives insight into leadership science study, particularly theoretical and analytical research deficiency Thought Leadership, and provides managers with a context in which to use the best leadership styles to enhance the employees' work efficiency. However, it gives a holistic view of employee performance by taking into account the related factors that impact employee performance at the job. It is indeed a requirement and an increasingly felt necessity that an integrated approach be established, including formation, training, leadership for improving employee efficiency. This coordinated strategy should promote the organization's desired goals. The factors affect employee performance are important for any organization. The theoretical and management consequences for practice are the study and results.

**Future research**





The study can be more specific to managers or participants should be in managerial position and change the questionnaire to self-rating questionnaire about managers themselves rather than employees rating their managers leadership practices Leadership have a significant role against performance of employees. This is because the leaders realize that if the employees feel comfortable working with their superiors, their performance can improve; thus, being a good and fair leader is an important thing

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