

Quality of Leadership and its Impact on Productivity of an Organisation (with Special Reference to N. M. Compusys Private Limited)

S. Asaithambi, V. K. Somasundaram

Abstract: To motivate your workers into higher levels of teamwork, there are firm things you must be, know, and, do. These do not come naturally, but are acquired through continual work and study. Good leaders are repeatedly working and studying to improve their leadership abilities; they on their achievements. The work force under study is comprised of males only. In fact, the work force of entire company is mainly comprised of males. Females are confined to ministerial staff and service groups. The foregoing analysis clearly reveals the nature of leadership pattern in the company. It was found out the workers in the company are, by the large, satisfied with pattern of supervision prevailing in their organization. However, they have also not failed in pin-pointing the areas which requires further strength.

Keywords: Leadership, Pattern, Conditions and Motivation.

I. INTRODUCTION

The leaders are made not born. If you have the wish and determination, you can become a real leader. Good leaders grow through a never ending progression of self-study, education, training, and experience. This guide will help the leader through that progression. To motivate your workers into higher levels of teamwork, there are firm things you must be, know, and, do. These do not come naturally, but are acquired through continual work and study. Good leaders are repeatedly working and studying to improve their leadership abilities; they on their achievements.

A. The philosophies of Leadership are

- Some personality qualities may lead people obviously into leadership roles. This is the Trait Theory.
- A disaster or significant event may root a person to rise to the occasion, which brings out amazing leadership qualities in an ordinary person. This is the Great Events Theory.
- People can take to become leaders. People can acquire leadership skills. This is the Transformational Leadership Theory. It is the most widely accepted theory today and the premise on which this guide is

Revised Manuscript Received on December 05, 2019.

* Correspondence Author

Prof. S. Asaithambi*, Vice-Principal, Thiruthangal Nadar College, Member Senate University of Madras, Chennai, India.

Dr. V. K. Somasundaram, Head & Associate Professor, PG & Research Dept. Of Corporate Secretaryship, Bharathidasan Govt. College for Women (Autonomous), Puducherry, India.

based.

II. OBJECTIVES OF THE STUDY

1. To review the importance of the Leadership in an organization.
2. To study the workers views regarding Leadership in the study unit.
3. To assess the pattern of Leadership existing in the study unit.
4. To offer suggestions for improving Leadership condition in the study unit.

III. SCOPE OF THE STUDY

It is hoped that the study provides a valuable information on vital aspects of personnel management, namely, Leadership pattern in the company which has not been elicited so far by any paper.

The work force under study is comprised of males only. In fact, the work force of entire company is mainly comprised of males. Females are confined to ministerial staff and service groups. So far the production and the maintenance units of the plant are concerned, only males are employed in these units in general. Therefore, all the respondents of the study are males.

IV. METHODOLOGY

A. Collection of Data

Both primary and secondary data were collected for the study. The primary data were collected from the workers as well as supervisors in the study unit.

A fund of secondary data were mobilized from the records of company its annual reports and leading journals.

The researcher made use of the survey technique for getting the vital data. The survey was conducted with carefully constructed questionnaire for workers and Leadership. The sample design has been decided with reference to the personnel records. A sample of 125 workers and 25 Leaders are selected as sample for this study. In the company, there are 956 operating permanent workers and they are classified by designation as well as section wise. The employees are classified into 13 categories.

A three point scale is employed to measure the attitude of the respondents towards the behaviors of the

Quality of Leadership and its Impact on Productivity of an Organisation (with Special Reference to N. M. Compusys Private Limited)

Leadership.

The respondents were asked to state their attitude which may range from 'yes', 'no', 'Don't know'. The scores were obtained by assigning the following value to the respective responses namely, 3 points to 'yes', 1 point to 'no' and 2 points to don't know. The positive figure indicates the favorable attitude of employee towards the given statement and a negative figure manifests the unfavourable attitude towards the statement mentioned.

V. REVIEW OF LITERATURE

A Review of the related literature is presented in the forthcoming paragraph.

N. Anbalagan, in his exploratory study on "value systems of supervisors and workers in three private sector units in and around vellore, Tamil Nadu", concluded that 'Self confidence' and 'experience' are the most central value and the value 'promotion' is in the periphery of the value system of Leadership. Workers have also considered the value "Self confidence" in the central and the value 'promotion' in the surface of their value systems.

Ganguli has conducted empirical research on "The Leadership – his functions and their effectiveness". He suggests three most important functions of industrial Leadership at all levels. They are:

1. Proper planning and distribution of work.
2. A check on the adequate accomplishment of the work tasks and
3. Attendance to the difficulties and grievances of the workers on the job

VI. RESULTS AND DISCUSSION

A. Personal background of the respondents

In the study of leader in industry, it is necessary to have a clear idea of the characteristics of the working population, as the personal backgrounds of the industrial workers greatly affect their social interaction processes. The personal backgrounds of the 125 workers belonging to various job categories under the direct control of the Leadership, collected on the basis of a comprehensive schedule are briefly described in table 1. A brief description of the personal backgrounds of 25 Leadership, who were identified as first line Leadership, are intensively studied by the researcher, is also being given in the next chapter.

The personal backgrounds of the respondents which are briefly analyzed below pertain to their age, education, occupation and experience.

Table – 1: Age Group of the Respondents

Age Group	Frequency	Percentage
Upto 30 Years	51	40.8
31 – 40 Years	58	46.4
41 Years and Above	16	12.8
Total	125	100

Table 1 shows that the age group among the respondents makes it clear that the work force is comparatively young, as about 40.8% of the respondents fall below 30 years of age group, though the number of workers in the age group of 31-40 is 46.4%, which is comparatively a major part of the sample. Only 12.6% of the respondents belong to the old age group of 41 and above.

Table – 2: Workers Views on Influence Over Leader

Workers opinion	Frequency	Percentage
Always	80	64
Occasionally	35	28
Never	10	8
Total	125	100

Further, probed to find out the reason for their failure, these respondents complained that the Leadership does not recognize the intelligence and competence of the group workers he rather considers himself to be the only intelligent and competent person.

This opinion, however is not in conformity with the opinion expressed by the majority of the sample workers. It appears that this opinion is a manifestation of dissatisfaction among these workers with the existing Leadership climate in the corporation.

In order to test the validity of the above analysis the following null hypothesis has been constructed.

"There is no association between the age of the respondents and influence on Leadership".

The table 3 clearly illustrates that there is no association between the age group of the respondents and influence on Leadership. The chi-square test proved this fact. Since the calculated value is lower than table value the null hypothesis is accepted at 5% level of significance.

Null Hypothesis:

Workers influence on supervisor among the education group of the respondents;

Table – 3: Workers Influence on Leader Among the Age Group of the Respondents

Influence Age group	Satisfactory	Moderate	Dis-satisfactory	Total
Below 30 Years	34	13	4	51
31 – 40	34	20	4	58
41 and above	12	2	2	16
Total	80	35	10	125

Source: Primary Data

Degree of Freedom = 4 5% Significance

Calculated Value = 3.47 Table Value = 3.49

In order to verify the validity of the responses given by the respondents, the following hypothesis has been formed and tested with the help of chi-square test.

"There is no association between the respondents views on influence on Leadership and



education”.

The null hypothesis is tested by the application of Chi-Square test. From the table (5), it is clear that there exists no association between the respondents views on influence on Leadership and education.

Since the calculated value is lower than the table value, the formulated null hypothesis is accepted.

In order to find out the workers views regarding the influence on Leadership and experience, the analysis Is made among the education group with the help of chi-square test and their views were collected and incorporated.

The foregoing analysis clearly reveals the nature of leadership pattern in the company. It was found out the workers in the company are, by the large, satisfied with pattern of supervision prevailing in their organization. However, they have also not failed in pin-pointing the areas which requires further strength. It is strongly felt that the findings of this study will help to identify the strength and weak spots of pattern of Leader prevailing in the organization and to improve the same in future. The findings, in particular, will help the supervisors to strengthen further in those areas where they are well appreciated and to remedy the situation, where they have failed. It is also hoped that the findings will certainly help the other transport corporation also to review and to modify, if necessary, the Leader pattern of their cooperation for better and harmonious relationship between Leadership and the workers which will certainly help increase the productivity of the organization.

REFERENCES

1. Mamoria C B., (2014). Personnel Management, Himalya Publishing House, India.
2. Drivedi R.S. (2015). Manpower Management, Prentice Hall of India Pvt Ltd, India.
3. William P. Anthony, (2011). Strategic Human Resource Management
4. Cynthia. D. Fisher, (2011) Human Resource Management.

AUTHORS PROFILE



Prof. S. Asaithambi, MBA., M.A.(cs)., M.Com, .M.phil, .SAPR3, .(PhD) SET(COMMERCE) B.A. Corporate Secretaryship, Bharathidasan University,Trichy. M.A. & M.Phil(Corporate Secretaryship), Alagappa University Karaikudi MBA. Periyar University, Selam, M.Com Tamil Nadu Open University, Chennai. Ph.D(Thesis Submitted)

Bharathiar University, Coimbatore.



Dr. V. K. Somasundaram, Associate Professor of Corporate Secretaryship, Bharathidasan Govt College for Women (Autonomous),having mastered in Corporate Secretaryship in 1989 has obtained his Doctorate in 2001 from Bharathiar University,Coimbatore.He started his career as Lecturer in Corporate Secretaryship,PSG College of Arts & Science,Coimbatore,in1991.Then in 1997,he was selected by

UPSC for educational service in Puducherry Govt.College. Later he was elevated as Associate Professor. In the meanwhile, he was nominated as Controller of Examination of Bharathidasan Govt. College for Women,Puducherry and served for Four Years. He was a member of Board of Studies of various South Indian Colleges and Universities. He has been acting as Member/ Chairman of various boards of academic and examination segments. He has guided more than 60 M.Phil Scholars and 7 PhD candidates. He is regular contributor of articles in reputed journals. Since 2002 he has heading the department having the student's strength of about 800. He has given talks of multiple interests in All India Radio.