

Chapter 10

Impacts of Leadership Styles on Motivations of Employees

Irfan Ullah

Qurtuba University, Pakistan

Alina Kiran

Bahria University, Pakistan

Bin Liu

University of International Business and Economics, China

ABSTRACT

The aim of this study to investigate the different leadership styles and impact on employee motivation. Leadership is the most important phenomena. Therefore, leadership plays a very important role, and this research study emphasizes the impact of leadership styles on motivation of employees. In this chapter, a survey approach using structured questionnaire was used for data collection. Questionnaire consists of four styles of leadership with employees' motivation. All constructs were measured using five-point Likert scale. Descriptive statistics and inferential were used. Mean and standard deviation and Cronbach alpha were used in descriptive statistics and correlation, and multiple regression was used for inferential regression. The aim of this chapter is to identify the relationship between leadership styles and motivation of employees.

INTRODUCTION

Leadership need for team and organization. Managers' leadership are affect in the organization.. Consequently, inspired teams are one of the most significant results of effective leadership. Rendering to Abbas and Asgar (2010), successful managers

DOI: 10.4018/978-1-5225-4996-3.ch010

are also successful leaders because they influence employees to help accomplish organizational goals. Leadership has been described as the “process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”. Alan Keith of Genentech states that “Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen.”

As indicated by Abbas and Asgar (2010:9) “active leadership is the inclination to effectively incorporate and amplify accessible assets inside the inner and outer condition for the achievement of hierarchical or societal objectives”. Initiative is an incredible quality to have. Initiative is “sorting out a gathering of individuals to accomplish a shared objective”. The pioneer could possibly have any formal expert. Understudies of authority have created speculations including attributes, situational association, work, conduct, power, vision and qualities, allure, and knowledge. In later past, initiative has occupied with solid terms as another viable approach for overseeing workers and the association on the loose. As per Kenneth and blasphemy (2009) “the successful pioneer must be a decent diagnostician and embrace style to meet the requests of the circumstance in which the work”. Administration adequacy is basically dependent upon, and regularly characterized as far as pioneers’ capacity to persuade devotees toward aggregate objectives or an aggregate mission or vision.

THEORY AND HYPOTHESES DEVELOPMENT

Leadership Styles

About leadership style, loads of the creators are not conceded to one and all inclusive view. Clinicians Lewin, Lippitt and White (1939) recognized three noteworthy leadership styles, in particular: the vote based, the autocratic and the laissez-faire styles. Popularity based pioneers depend upon collective choice making and dynamic part association, totalitarian styles are tyrannical and free enterprise styles – otherwise called the “hands-off” styles – limit the pioneer’s inclusion. Nomothetic and idiographic styles of administration are gotten from the system of Getzels and Guba (1957). While the nomothetic initiative style is bureaucratic with endorsed parts and directions, the idiographic authority style is more social with assignment and thoughtfulness regarding social needs. Hair stylist (1977) characterizes a dynamic detached measurement of authority, he say that vitality interest in work execution. Goleman (2000) recognizes six fundamental leadership styles, that is: coercive, legitimate, affiliative, vote based, pacesetting and instructing. Each administration style, to increasingly or lesser level of passionate insight abilities

11 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: www.igi-global.com/chapter/impacts-of-leadership-styles-on-motivations-of-employees/215090

Related Content

Cross-Cultural Conflicts: Concept, Causes, and Elucidations

Narendra Singh Chaudhary and Radha Yadav (2018). *Management Techniques for a Diverse and Cross-Cultural Workforce* (pp. 79-96).

www.irma-international.org/chapter/cross-cultural-conflicts/198224

Mindfulness: Spiriting Effective Strategic Leadership and Management

Nancy Kymn Harvin Rutigliano, Roger M. Samson and Alexandria S. Frye (2017). *Encyclopedia of Strategic Leadership and Management* (pp. 460-469).

www.irma-international.org/chapter/mindfulness/173540

Decision of Suppliers and Consumers of Credence Good in Quality Food Markets

Manoj Kumar (2016). *International Journal of Food and Beverage Manufacturing and Business Models* (pp. 49-62).

www.irma-international.org/article/decision-of-suppliers-and-consumers-of-credence-good-in-quality-food-markets/163275

The Role of Islamic Financial Product Innovation in Reduction of Financial Exclusion in Ethiopia

Suadiq Mehammed Hailu, Ayhan Kapusuzoglu and Nildag Basak Ceylan (2019). *Handbook of Research on Managerial Thinking in Global Business Economics* (pp. 426-446).

www.irma-international.org/chapter/the-role-of-islamic-financial-product-innovation-in-reduction-of-financial-exclusion-in-ethiopia/218070

How Spiritual Leadership Affects Job Satisfaction and Workplace Deviant Behavior (Study at the Regional Secretariat of the City of Palangkaraya)

Benny Hutahayan (2020). *International Journal of Applied Management Theory and Research* (pp. 61-73).

www.irma-international.org/article/how-spiritual-leadership-affects-job-satisfaction-and-workplace-deviant-behavior-study-at-the-regional-secretariat-of-the-city-of-palangkaraya/244220