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15 February 2016

Online at <https://mpra.ub.uni-muenchen.de/70387/>
MPRA Paper No. 70387, posted 03 Apr 2016 15:59 UTC

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Background of the Study

Organizations face many challenges, but one of the greatest one is ensuring the wellbeing of its employees. Understanding association between job satisfaction, employee organizational commitment, organizational culture, and leadership is important because it assists in creating an efficient and motivated workforce and allows for an organization to achieve overall goals & objectives (Amburgey, 2005). Effective Leadership, employee job satisfaction, and organizational commitment are the three important facets for organizational success. Effective leader provides guidance to employees, gives them direction towards achievement of desired goals, as a result employee with high job satisfaction exert more effort in completion of work [or achieving success and thus are more committed towards organization (Voong, Lo, Ngui, & Ayob, 2010). Many aspects of leadership style and organizational commitment have been studied in the earlier studies (Lok & Crawford, 2004).

Bass (1985) "Transactional leadership theory is a trade of rewards with subordinates for services provided. This seeks to motivate followers through extrinsic rewards". On the contrary, Complex challenges are immensely being faced by Leaders of today. Whether they are an executive or a team leader, there is always a need for continuous education and training which refreshes their thinking and facilitates in problem solving objectively (Bhatti, 2009). Behaviors relating to work such as employee's attitude, motivation, and performance are greatly affected by the Leadership styles practiced in the organization (Raza, Aram, & jazz, 2011).

A lot of work has been done on Leadership styles but the Iris person to give the theory of Transformational leadership in 1978 was Burns and Bass gave the concept Transactional leadership style in 1985 (Bashar, Usman, & Naveed, 2011). Meyer & Allen (1991) defined and classified commitment in three categories; affective, continuance, & normative commitment. All dimensions represent the motives of individual affiliation with the organization (Aqedah, 2011).

The work of Macrolides and Heck (1993) serves two areas; first, put forward the model relevant to how the culture of an organization influence the organizational performance. Second, make obvious the purpose of LISREL to reckon the model. It further explains the hypothesized culture comprising of three interconnected scope. The study also shows that the known features of culture can provide effective information which instead directs the organizations. It also defines the reason why the firms are not able to attain and sustain the required level of performance and productivity. With the help of these analytical tools, organization can add, do the development and testing. One of the modeling is named as structural which can be used by the business firms to raise, approximate and test different models in the field of organizational science. It also adds that with the help of this research on leader's effectiveness

various factors are displayed by where firm can create a distinction in performance plus cultural characteristics play a vital role in determining the levels of firm's product. The belief of the employees affects either directly or indirectly performance.

Individual attitude towards the job reflects the job satisfaction and organizational culture plays a significant role in it. Culture can be a major source of competitive advantage if culture is shared among the employees they give their best performance to achieve the organizational goals and their positive behavior helps develop core competencies by using human resource (Ballou, 2009). Baugh (2011) explains in his model that promotion process involves the distinct leader's advancement to regional leader in a large organization. In this he gets to know the leaders past plays a big role in promotion (i.e. past performance, current job tenure and past job tenure) to predict the leaders promotable rate. Agbejule (2011) used contingency perspective, through which it is shown that the performance of an employee is enhanced by the simultaneous use of both MAS and organizational culture. It also concludes that High interactive and diagnostic also create a positive effect on the performance of employees.

Managing a work environment entails a distinctive vision towards leadership. The result of this study can illustrate that, good leadership styles may benefit the companies with improved levels of employee commitment, motivation & job satisfaction. It thus persuades businesses to adapt & develop these behaviors through training programs (Ellery, 2005). Therefore, the overall motive of the study was to recognize styles of leadership that had an impact on organizational performance.

Leadership Styles

The top management plays a very vital role in an organization for uplifting its image and performance, as these executives carry the organization in a very diplomatic way by which the role of employees is not much significant but they have to make employees feel to be a part of their organization. For this reason, the employees encourage the style in which they have the authority. Like, employees don't support a leadership style in which they think that their idea is not being taken seriously, they need a decentralize system in which their suggestion and their decisions are given the same importance and this creates motivational factor amongst the employees which gives a positive outcome (Wang & Clegg, 2011).

The leader should have a style which can show a path to their subordinate where they can find their rewards as in term of promotions or growth within an organization, so that the employees can be motivated thought this and this way can result in a very useful to get the outcome which you desire for the organization (Brannon, Barry, Kamar, Schreiner & Vasey, 2007). A style of leadership which is use, to motivate, inspire and transform the follower into leaders that is called transformational style of leadership. It is inspiring the works to work in a broaden interest of their own, make them innovate and creative. The psychological well-being of the employees is directly related to the well-being of the works as this style enhances the capability of the worker to understand their task in a better way. It also gives an idea to the leader about the capabilities of their follower and this help the leader to guide the follower (Nielsen, Randall,

Yorker & Brenner, 2008).

Humorous leadership style at the work place shows its effectiveness as it creates an easy environment for the employees to interact with others, it also enhances the innovative behavior of the employees. On the other hand, the aggressive humorous style creates a mess as it is not effective but some time it shows its role in the work place. Now days the department head and the officials are working and getting trained for the humorous leadership style as it creates a friendly work environment at the organization (Ho, Wang, Huang & Chen, 2011).

The relationship of the transformational leaders and the trust is positive as the employee is more inclined toward this style of leadership and they think that the degree of trust is greater and the transformational style results in more favorable reactions as the leadership share is greater in this style (Holtz & Harold, 2010). The leaders have influence on the behavior of their employees by their leadership style. Leaders are more likely to follow a leadership style but the follower interprets the style by self-determination and they have their own role of concept (Vonda, 2008).

The two leadership styles, transformational and consideration work which is people oriented have resulted to have a relationship with each other in a team work with respect to the leadership share in regards of the culture, age and gender it seems like to be most suitable leadership style having a positive relationship (Row, 2011). Leader-Member Exchange (LMX Theory) is about how people carry a leadership position in a group through different means and exchange important information which creates a strong relationship between the employees of the organization (Carolina Gomez & Benson Rosen, 2011). Leader-member exchange is all about the relation between the leaders and their team, this theory has a very practical and theoretical application which is very useful but it has some problems which are like the measurement of its effectiveness and its application (Shins & Blanc, 2011).

Empowerment

The term empowerment is a very diversified, which is used as a very unique idea or concept nowadays in corporate world to deliver a new leadership approach. The basic concept behind the idea is to generate the ownership at work place which plays a very important or a key role in the relationship with respect to the working place and working conditions (Mushin Lee & Kho, 2010). Empowering the employees is another way to create a strong relationship, to be decentralizing for an organization is a state of providing power to each main every employee, related to their field (Wang & Clegg, 2011). The concept of empowering leadership is result positively in sharing knowledge and it also creates team to be effective and the relation is shown positive of empowering leaders' leads toward knowledge and to team efficacy (Srivastava, Kathryn and Edwin, 2006).

Team leaders and their influence members

Team is a group of people who are working for a similar interest which take them to provide a

similar result. The effectiveness of a team is due to the team leader who have the exact knowledge and information which is with him; the trust factor which helps to complete their task in an effective manner is the information and knowledge sharing within the team. This can accelerate the performance and the reputation of the team leader as well: the expertise and the willingness of the team, will result positively because of the knowledge sharing (Lee, Gillespie, Mann & Wearing, 2010).

The behavior of the team members is impacted by the style of their team leader and as they learn from the team leader how to behave in an organization or a team, team leaders have their influence upon the whole team, is relationship of the behavior is proved to be positive. The followers have their own definition to define the team leader (Vonda, 2008). There are also some issues regarding the relationship between the supervisors and their sub-ordinates when it comes to gender differences. According to a research which endorse that when males are the supervisors they give opportunities to the male sub-ordinates for the leadership work as compared to the female sub-ordinates but on the other side it concludes that when female having the authority of a supervisor, they provide an equal chance to male and female sub-ordinates to prove themselves in leadership functions. For the team in which there are people of different gender, ages and culture, it is resulted that the best relationship which exist between two leaderships styles is transformational and consideration work (people oriented) style (Row old, 2011).

Co-workers efforts for the motivating the other workers may be a good option but according to an investigation, motivation through the co-workers may not result in a leader which is long lasting but yes, it is providing motivation to the workers for a very short span of time, result in the loss of interest in the work environment again of the workers (Hassan, & Submain, 2011).

Epigamic Effect and the leadership Role

In most of the studies it has been found that disruptions in the tasks could affect both positively and negatively on the employee work performance (Jett & George, 2003). It depends that how the interruption in the work of employees is handled by the managers: works can be remembered more if they were interrupted as compared to those works which were not (Gillis & Broadbent, 1989). Schiffman and Quest (1992) noted that workers recall more those tasks which were interrupted than those tasks which were not interrupted.

Employee's every task has a particular goal until the task is not finished; those goals which have not been completed remains in the mind of employees until they are not achieved (Minicamp & Laumeister, 2011). The relationship between the handling of zeigarnik effect (work interruption) and employee work performance is of high importance but it has not received that much importance hence it has to be studied more deeply as it has direct impact on the employee work performance.

Various researchers sorted out that, an employee's work performance in an organization get

affected by a number of variables among which emotions are of great importance. According to Pervez (2010) an employee's emotion directly affects his work performance influencing decision making quality, creativity and interpersonal relations with other employees. Christ and Emit (2009) described the detective control attributes in order to improve the employees work performance and work motivation. They emphasize on detective control with a timely feedback from the employees in order to increase in their work performance. A satisfied employee performs well according to GU and Siu (2009), they argued that can be improved by the practices like, providing opportunities of training to employees, compensation packages and benefits for them, and supports from their colleagues and greater supervisions.

Propositions of the Study

Proposition 01: Transformational leadership has significant positive effect on the organizational performance

Proposition 02: Transactional leadership has significant positive effect on the organizational performance

Proposition 03: Charismatic action of leadership has significant positive effect on the organizational performance

Proposition 04: Pay for performance act of leadership has significant positive effect on the organizational performance

Proposition 05: Intellectual stimulation act of leadership has significant positive effect on the organizational performance

Proposition 06: Active management by exception act of leadership has significant positive effect on the organizational performance

Proposition 07: Passive management by exception act of leadership has significant positive effect on the organizational performance

Proposition 08: Inspiration motivation act of leadership has significant positive effect on the organizational performance

Literature Review

Leadership Characteristics

Trust is defined to be the most important term for an organization. Organization is a second name trust; as the relations are strengthened on the basis of trust in an organization. An individual at working place plays an important role to create the trust factor between the leaders and the subordinates. The relationship between the trust and the employees is positive; as the trust factor is greater the result of the organization outcome would be positive, it means that trust builds a strong relationship for leaders and their employees (Bcrnerth & Walker, 2011). Trust factor is developing through the leadership style in which the organization can build through decision making style, decentralization can make a ground of trust as the employees will start to own their organization and the development will lead them to towards the betterment. Few things which are found to be like resistance to trust in employees are their ages and education level (Wang & Clegg, 2011). Leaders should develop their trust for the employees to look for the desired outcomes. as this trust can be increase by showing that they are a part of the organization, an organization which provides them the equal opportunities for them as for the leaders. Through this responsible behavior of the leaders for their employees the outcome would result in positive manner (Brannon, Barry, Kampar, Schreiner & Vasey, 2007). Trust within the team is very much important, so that the team leader can disclose all the information and the knowledge he have with respect to the project and this will result in an effective manner. Trust between the team makes them to carry each other and produce the best optimum outcome out of the work (Lee, Gillespie, Mann & Wearing, 2010).

The trustworthy leadership provides their share with great outcomes even in low performing agencies as the level of trust they have in an organization if you compare it with the public leader, it is way high as these leaders are much productive due to their trust worthiness within the organization (Cho & Ring Quist, 2011). Employees have a high trust on the leaders who follow the transformational style as they are more comfortable with these types of leaders and they perceive that these leaders have interest in their employees so they share the trust factor between them (Holtz & Harold, 2010).

The term empowerment is a very diversify, which is used as a very unique idea or concept nowadays in corporate world to deliver a new leadership approach. The basic concept behind the idea is to generate the ownership at work place which plays a very important or a key role in the relationship with respect to the working place and working conditions (Mushin Lee & Jon Kho, 2010). Empowering the employees is another way to create a strong relationship, to be decentralizing [or an organization is a state of providing power to each main every employee, related to their field (Wang & Clegg, 2011). Providing the power to place the equal opportunities in each and every one, who works for the organization, the growth factor is one of the important factors which influence the transferring of the power through the growth which can help to sustain in the market for the employees (Brannon, Barry, Kampar, Schreiner & Vasey, 2007).

The relationship between the supervisors empowering management practices and the

psychological empowerment of employees is like that when you empower the feeling of the employee then you would be getting a positive response in terms of a proactive response by the employee if feeling is developing by the supervisor. This will go in a very reactive behavior of the employee as this gives a lift to the employee (Bourdais, Garneau, Savoy & Morin, 2009).

The concept of empowering leadership results positively in sharing knowledge and it also creates a team to be effective and the relation is shown positive of empowering leaders' leads toward knowledge and to team efficacy (Srivastava, Kathryn and Edwin, 2006). The study of Caneli and Spreitzer (2009) defines a very critical relationship between the trusts, connectivity and thriving, it is resulted in a triangle. The connectivity settles the relationship between the thriving and the trust and on other side thriving reconciles the relationship between the trust and connectivity

Leadership Styles

A style of leadership which is used to motivate, inspire and transform the follower into leaders that is called transformational style of leadership. It is inspiring the workers to work in a broader interest of their own, make them innovate and creative. The psychological well-being of the employees is directly related to the well-being of the workers as this style enhances the capability of the worker to understand their task in a better way. It also gives an idea to the leader about the capabilities of their follower and this helps the leader to guide the follower (Nielsen, Randall, Yorker & Brenner, 2008).

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the outcome which you desire for the organization (Brannon, Barry, Kamar, Schreiner & Vasey, 2007).

The informal leaders are those leaders who carry a well reliable knowledge and have the best technical skills to perform their tasks: these are the leaders who carry a major role in the application of the system and are well define leaders in their teams due to their skills and abilities. leaders are very well at the interpretation of the information and their knowledgeable skills which plays an important role in carrying the strategic values for them and their formal leaders. Informal leaders work in an organization with the corporation of their formal leaders. While the formal leader plays to carry and look after the expected outcomes, their work structure with the project diversity. This shows the leadership share play by both the formal and informal leaders to get a specific outcome (Larsson, Saperstein & Scansion, 2011). The relationship between the trust and the employees is positive: as the trust factor is greater the result of the organization outcome would be positive, it means that trust builds a strong relationship for leaders and their employees (Berners & Walker, 2011). Trust factor is developing though the leadership style in which the organization can build through decision making style, decentralization can make a ground of trust as the employees will start to own their organization and the development will lead them to towards the betterment. Few things which are found to be like resistance to trust in employees are there ages and education level (Wang & Clegg, 2011). Leaders should develop their trust for the employees to look for the desired outcomes, as this trust can be increase by showing that they are a part of the organization, an organization which provides them the equal opportunities for them as for (he leaders. Through this responsible behavior of the leaders for their employees the outcome would result in positive manner (Brannon, Barry, Kamar, Schreiner & Vasey, 2007).

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There are also some issues regarding the relationship between the supervisors and their subordinates when it comes to gender differences. According to a research which endorse that when males are the supervisors they give opportunities to the male subordinates for the leadership work as compared to the female subordinates but on the other side it concludes that when female having the authority of a supervisor, they provide an equal chance to male and female subordinates to prove themselves in leadership functions (Hassan & Submain, 2011).

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between them (Holtz & Harold, 2010).

According to a research the positive emotional climate is created only due to the facts of the organization, this result in a way if the condition of the organization is better and it is performing at its maximum level, generating revenue from sale and the revenue is continuously increasing, it is also measuring the growth of the organization in a very positive way, so trends to create a climate which is positive and the conflicts within the organization will obviously vanish due to the condition of the organization. This creates a positive emotional climate for the employees and make their working conditions more and more well (Ocelli, Langton & Aldrich, 2008).

Working conditions with respect to the responsibility of the leaders an ideal working condition for an employee is where he can get towards the most optimum level of their career; they are expected to do and to bear some weight of work to be done for which they are paid for. These things stop the employee or a worker to quit their jobs and motivate them as they can see their growth within an organization (Brannon, Barry, Kamar, Schreiner & Vasey, 2007). Work place is amongst the important place which stands upwards, for this the leaders, leaders or top management executive are getting training to create a friendly environment and creates easy working conditions by using humorous style at the work place (Holtz & Harold, 2010).

The working of an organization is dependent upon three most important factors; trust, connectivity and thriving. It works like connectivity plays a role of an intermediately in the first half to develop the relationship between the trust and success, and then if you got or achieve the success mark then you would be getting connectivity and trust which will result in innovative ideas (Cannoli & Spritzer, 2009). Working place in an organization where leaders and the sub-ordinates are working together, the working behavior and the construct of the sub-ordinate which provides the motivational level of the leaders to boost, thus there is a very strong and positive relationship between the sub-ordinates and the motivation of the leaders (Hasan, & Subhani, 2012).

Supervisors having a helping attitude with their subordinates are more likely to consider their supervisors as most helpful for their careers and these subordinates are not in those list which want to quit the job as according to them they are not satisfy with their income, rewards, growth and promotion (Brannon, Barry, Kamar, Schreiner & Vasey, 2007). The sharing of the power or empowering leaders is defined to be the key point by which we can get a positive respond as due to this the capability or sharing knowledge increase and the team efficiency increase by an optimum level (Srivastava, Kathryn and Edwin, 2006). Trust within the team is very much important, so that the team leader can disclose all the information and the knowledge he has with respect to the project and this will result in an effective manner. Trust between the team makes them to carry each other and produce the best optimum outcome out of the work (Lee, Gillespie, Mann & Wearing, 2010).

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Leader should be a role model for the sub-ordinates, as leader is the most important personality for the sub-ordinates to admire and it's the most beneficial point for the leader to be socially strong. If a leader is socially strong it creates a bridge between the leader and the sub-ordinate which make things easy for both as sub-ordinates start giving extra time to their work, put more efforts and thus the productivity of the sub-ordinates increase which is in the favor of the organization and their employees (Hasan, & Submainc 2011).

Employee promotion is based on the superiority as they are more familiar with the customs of the organization so they tend to more loyal then the junior employees. The firms use variety of procedures to select the best possible applicant for the promotion. Many firms select the senior employees as the employees get more benefit test on the basis of seniority they are often paid high not because of their skills and the work performance but because of their services which they are giving from a long time. But many firms promote the employees on the basis of their knowledge. The result shows that firms mostly select the senior workforce for the promotion, as the senior workforce are steady with a larger trade-off and due to this the best skilled applicants are not selected (Mills, 1985).

Loyalty is the other factor for the promotion in the organizations, leader's role is important for giving the employees feedback about their performance and their tasks so that they can improve their performance. By doing this the employees get motivated and give positive response to the leaders in the form of the quality work (Baugh, 2011).

A model has been made to test the performance which states that the organizational culture consists of three dimensions which are interrelated a social culture which reflects or the organization's strategies or which has been designed according to the organization's strategies, the other dimension is the organizational values and the last dimension is the behavior and the beliefs of the employees working in the organization. To maintain this culture, the culture should be adopted by every level leader first then to be followed by the other employees. The culture is operated through several variables which also help the share the same kind of values and norms among the employees.

These variables include the structure of the organization its vision and mission statement, values and norms of the organization, the beliefs of the employees and leaders and these variables directly or indirectly affect the organizational performance (Macrolides & Heck, 1993).

Individual attitude towards the job reflects the job satisfaction and organizational culture plays a significant role in it. The culture is shared among the employees they give their best performance to achieve the organizational goals and their positive behavior helps the firm develop core competencies by using the human resource. If the employees are fairly treated and are evaluated according to their knowledge and experience they are more likely to experience job satisfaction. The competition among the employees could reduce the job satisfaction. The factor which has impact on the job satisfaction is the growth, job description and the organization itself. These factors have impact according to the gender and age. If the culture impacts the employee's job satisfaction, then the culture should be shaped in such a way that every employee should enhance the level of their job satisfaction. By doing this there would be minimum downsizing and the organization could have a competitive advantage on others by having the experienced employees and management (Ballou, 2009).

It is evident by this research that retaining the workforce is too complicated especially the productive workers. The business firms nowadays offer different types of training in order to gain the bloodthirsty benefit. This article suggests that the performance can be enhanced via guidance and development. This will not only enhance the capabilities of the employees but also eliminate the extra cost of business producing quality output both in products and procedures. In modern age, training is regarded as one of the best activity as the competition is at its edge, where each and every firm is facing cut throat competition. By using this approach, an organization can have well eligible employees who are flexible enough plus the skilled human resource to attain and sustain the typical criteria's of performance. This training begins paying off when the potential results arise annually or quarterly and when the ventures are transformed into efficient yield. This not only increases the company's profit but also increases the good will of the company. It helps in evaluating the effective training area, giving modified solutions for the problems.

This is where companies get their gains ensuring that the programs, context and all the contents are relevant to the business practices (Submain, Hasan and Rabat, 2010). Front line employees are the one who provides the customer better services and maintain relationships with them. So the leaders motivate the front line employees to better the quality of the services they are providing and the leaders also motivate them to create a positive association between them (Aswan & Pelton 2005). This article states a management process for business which is known as BPM. This firm's process management takes information technology into account. The real objective of this research is to display the significance of culture. BPM turns out to be a good soiree of society, academic journal, seminars and essential journal database. It is still evident in the research that culture is still underneath research subject of BPM. It also adds that different aspects of culture have been revealed from future perspective. Presently, the central theme is the BPM and the norms relevant to it. The structure assists in recognizing the aims elevating the responsive behavior relevant to the major and essential neglected cultural features (Brooke & Sinn, 2011).

This article shows the impact of the Management accounting systems and organizational culture on employee's performance. The author used contingency perspective, through which it is shown that the performance of an employee is enhanced by the simultaneous use of both MAS and organizational culture. The leader's opinion through questionnaires was taken by author. The 147 responses became the base of the model and it demonstrated that employee in different cultures requires different combination of both of MAS uses to enhance the performance. Through this research we found out that every type of MAS uses enhances employee's performance but the highest performance is achieved by using the combination of high interactive and low diagnostic MAS use. It also concludes that High interactive and diagnostic also create a positive effect on the performance of employees. It also tells us that leaders should be aware of the cultures role before using their MAS, which if applied correctly can help them in getting better results. As per this study leader can effectively get help on how their culture effects and how a specific combination of MAS uses will affect their employee's performance (Agbejule, 2011).

Valle, Valencia, Jimenez and Caballero (2011) analyze the effect of organizational learning and its effect on the technological change and the culture on the innovation. 451 firms were used, which analyzes the relationship between organizational culture and technological innovation. The result of this study tells us that, the organizational learning has a great effect on technological innovation. As culture has positive effects it also has some cons i.e. organizational culture can also act as barrier between the two. We can conclude that to get great innovation we need both flexibility focus and external focus, one of them can't work alone. Building an effective culture is important as it fosters both of the things; if culture isn't built properly it can act as a barrier too.

Many companies do millions of attempt to get along with the fair service law, many of the firms have these problems between employee's encouragement decision. Practical fairness is basically referring for dealing with equality and justness in building decision about the rewards and encouragement. Many of the past studies done to allocate on justice perception ill promotion decisions in order that unfair treatment may have a negative impact for organization (Lemons & Jones, 200 I). This article aim is to tell the analysis of organizational change in which how the things get changed among the leaders, powers, teams, rewards, discipline, norms and values. It describes all the challenges and obstacles in analyzing if the change will be accepted or rejected and to further understand the negotiating change in complex fast-faced business environment

(McGuire & Hutchings, 2006). This study illustrates that determinants used by leaders to explore the effects of promotions outcomes. Significantly it tells the influenced was not significant that leaders are promoted on the work experience or the promotions in the organization. This paper tells the professional career advancement and the individual process of working in an organization (Lockaby & Service, 2011). The article is about the employee's relations and the HRM practices and the employee sincerity towards the organization. This study tells that how much strongly the employees trust in an organization. The experiences and the output of the employees helped to understand the effect of their performance and behavior in the organization (Ferndale, Hailey & Kelleher, 20 II). With this variability comes the

contribution of human resource practices. The facts mentioned above can be proved through a research conducted by (Bauknecht, 2008). Diversified Leadership Styles are required in order to satisfy and retain employees. On the other hand the low performers gave value to the extrinsic rewards for staying in the organization. Employees are also never satiated with their status in the organization and the HR department does not look into this matter most of the times. If higher productivity is expected from an employee, then their perceptions about their status and the status of other employees should be looked upon. Some employees have been working in the same position for a very long time despite their great performance. If no form of appreciation is given to these employees, their productivity will decline over time. Employees deserve to be promoted over a period of time and also need to be given bonuses, which will enable them to stay in the organization for longer.

Employee Perception about Leadership Styles

Employee perceptions is considered to be the most important variable when it comes to measure the HR practices, as this is the major variable, which contributes a lot in the effectiveness of the organization. Implementation of any organization largely depends on the performance of its workforces. Notwithstanding of the size and depiction of an organization, the activity it commences, and the atmosphere in which it operates, its accomplishment depends on its employee's decisions and their behavior. It was witnessed that the effectual Leadership Styles has increase the performance of organization as well as their profits. Leadership Styles show a strong relationship with proficiency of firm (Nasrid, Hemi, 2008).

Different employees have different perceptions about Leadership Styles but it has a lot to do with the positions they are holding in the organization. Hierarchical levels are very important when it is in the consideration of the HR as their level of treatment is different. These levels have different organizational commitments as dependent on the responsibilities they have owned. Organizational commitment has the very important role to play as it is supported by the HR practices. The perception of organizational commitment has existed examined and proved as significances in human resource practices which our found in many case studies (De Cutis & Summers, 1987; Mathieu & Zana. 2000) when deliberating over the fundamental relationship between these two concepts, historical researches regularly tactic this topic simply from the minor perception but such analysis outcomes appeared sensational certain deficiencies. From the macro assessment, strategic HRM research undertakes practices impacting clusters of people rather consistently, but given our information of individual differences, this is weak. But from micro viewpoint, functional HRM research may disrupt the thus called data composed from individual level but are secondhand for simplifying. (Nasrid, Hemdi, 2008)

Training is process by which employee learns new abilities for the betterment of organization. Compensation Planning is basically termed as paying employees to continue to do work for your company. It includes not only the salary but other benefits also; Employee Benefits are referred to as an subsidiary rewards rendered to the

employees of the organization.

How do these Leadership Styles lead to employee satisfaction

Research influence of human resource practices on employee intention to quit state the technique (0 reduce employee turnover. The research suggests that using Leadership Styles lead to employee satisfaction, which reduces the employee turnover. Research also suggests human resource practice that includes compensation, training and development that will influence the level of job satisfaction of a new employee as well the old employee. (Michael Joseph Martine, 2010).

Human resource is a much-diversified field, which deals with many human resource problems, which include employee satisfaction, age group in organization, and length of service in entire organization. Whereas all these variable are directly proportion to employee perception. According to the whole research that we have conceived and after examining different articles and journal of different universities and publication we have derived an analysis on the basis of employee perception on HRD practices of an organization. After notifying that many researches regarding employee satisfaction, (Hunt & Saul, 1975) state age and tenure had a positive and linear relationship with overall employee perception related to job satisfaction. He also suggests that age have a strong association with contentment in male and vice versa in females.

Zeigarnik Effect and the leadership role

Burke (2010) has mentioned in his article that research shows on Zeigarnik effect that people do remember those tasks which are unfinished more than those tasks which are finished. In another research paper this statement is also supported by Gillie & Broadbent (1989) that employees can remember those tasks more which are so how interrupted and later on completed rather than those tasks which did not face any interruptions while completion. Zeigarnik effect has impact on the work of employees because it occupies the attention and creates disturbance in the mind if a task is not completed. Most of the times the employees get interruptions while doing their tasks of business operations. The managers handle those interruptions taking many factors into account which may get affected by any interruption during the tasks.

People who have unfulfilled goals in their minds, it has been hypothesized those unfulfilled goals remain in mind until it has not been completed. It has been assumed that the interruption contributes a lot to the thinking process for achieving certain goals which are not achieved. The incomplete objectives always cause disruption in the mind for the duration of unrelated tasks which are being done, high rational ease of understanding to that particular goal related terms, and very unfortunate performance on the distinct tasks which are under process. Different interfering things could be abolished by letting members to put together particular tactics for their particular unfinished tasks. Decrease

of the interfering things was arbitrated by the seriousness of members' plans: those who in the end performed their tactics were those who also demonstrated no more interruption (Masicampo & Baumeister, 2011).

Whenever someone gets interrupted while completing a task or a goal, a lot of rational thinking processes stay alert regarding that interrupted task, that thinking process engages only limited operational memory capacity. While turning on a goal involuntarily and then influencing incompleteness causes distraction on afterward tasks which needs cleverness and desire control for completing the task. Such distractions were open to leadership performance task: an uncompleted work causes damage to logical problems not on general. The result or the outcome was based on person to person variations and capabilities, those members who accounted a tendency to move voluntarily between their diverse options did not show any work obstruction. The distractive cause could be abolished by completing an earlier uncompleted work. These results could give a certain amount of evidence that uncompleted tasks can distract the current work, as they need leadership handling (Masicampo & Baumeister, 2010).

The author has mentioned that after an interruption the information dispensation changes and that influence the predilections or likings. When a decision is interrupted and then later continued it turns out to be more approving (Liu, 2011). The task disruption has expansion outcome on supposed period (Schiffman & Brusque, 1992).

If work interruption is not handled in a proper way by the managers, then this could cause to the resignation of employees. The employees would not be able to work in a proper manner, if they continuously faced interruptions in their daily operations on the work place. According to Hasan, Submain, Zubin, Shekel, Shahada, Kasi, Salem and Rizvi, (2011) that there is an association among leadership handling of employee resignation and job atmosphere.

Pervez (2010) argued about human emotions declaring them as pure psychological phenomena. In organization an employee's work performance get affected significantly by both the employee's emotions and his overall temperament, the factors which are greatly affected by emotion are, decision making skills, leadership capabilities, team spirit, decision making, creativity, interpersonal relations and turnover. Emotions in organization were held important relating it to employee's well-being and overall job satisfaction only. Emotions like anger or sadness can bring about changes in perception of employees towards their job and therefore resulting in the employee's job satisfactions which thereafter affects greatly their work performance.

Christ and Renin (2009) discussed that how employee performance and employee motivation are affected by the two attributes of control that are preventive and detective controls. The result of their research shows that if employee's performance

has to be improved it can be done through detective controls with an increase in timely feedback without actually affecting the intrinsic motivation of the employee's in order to achieve the objective control. In contrast, if autonomy is restricted related with preventive controls, it has no extra effect on employee's work performance to achieve the control objective over detective controls but in return it can cause reduction in employee's motivation. They also argued that, control characteristic did not significantly affect employee's performance: also that effective motivation of employee's can be regulated by monetary compensations.

Discussion and Conclusion

In this article, we consider how leadership styles can enhance motivation and how this impedes the work attitudes and success of employees. Particularly, the framework examines the relationship between leadership styles and its impact on performance and work attitudes. This theoretically grounded framework distinguishes the styles of leadership and its outcomes, and offers propositions on how the relationships can be established. In this study only two factors have been taken i.e. Transformational and traditional and the relevant ten characteristics of the leadership.

With our conceptual article, we contribute to the literature by linking the crucial yet, in terms of business, still under-researched construct of Zeigarnik Effect with the field of leadership. Czzinkota et al. (2010) pointed out the relevance of considering the facets of Zeigarnik Effect for internationally operating companies. We offer a model that illustrates the path from perceivable effects of leadership to its impact on success, advancing research on predictors of leadership styles performance. Particularly, we analyze behavioral criteria in the occupational environment, i.e. work attitudes, from a new perspective. This allows us to model the expected impediments on performance caused by leadership styles, both during the phase of emergence and on the potential outcomes.

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