



A Study of impact of leadership styles on employee motivation and job satisfaction

Tarun Jain

Assistant Professor
Vaish College of Engineering, Rohtak

Abstract

Leadership is an essential part of every company's management, and hence a major factor in whether or not that organization succeeds. The purpose of this research is to learn how different types of leadership affect workers' enthusiasm for and contentment with their jobs. How different types of leadership might affect workers' morale and productivity is the topic of this study. This study evaluates the many leadership theories and how they might be used in today's corporate world. An additional focus of the research is on the connection between leadership styles, employee motivation, and work satisfaction. The research found that motivation and work satisfaction increased significantly when leaders used a transformative approach.

Keywords: Leadership, Motivation, Job Satisfaction

Introduction

The success of a company is heavily dependent on its management, of which leadership is a crucial component. To exert influence and inspire a team or organization toward its goals is to lead. Every group's achievements are tied to the caliber of its leadership. An effective leader may inspire their team to work more and enjoy coming to work more. However, ineffective leadership causes workers to feel de-motivated, produce less work, and be dissatisfied with their jobs. The purpose of this article is to examine how different types of leadership affect workers' enthusiasm for and contentment with their work.

Leadership Styles

The term "leadership style" is used to describe the various strategies used by leaders in order to inspire and direct their teams. Autocratic, democratic, laissez-faire, situational, and transformational leadership styles are only some of the options available.

Autocratic Leadership Style



An autocratic leader is one who takes choices without seeking input from subordinates. The leader acts autonomously, relying on his or her own best judgement to make choices. When time is of the essence and decisive action is needed quickly, an authoritarian leader might be helpful. Nonetheless, followers of such leaders may experience poor motivation and discontent in the workplace.

Democratic Leadership Style

Democratic leaders encourage their supporters to have input throughout the decision-making process. The leader promotes group effort and solicits followers' input before making important choices. This kind of leadership is effective if there is a need to win over the loyalty of one's subordinates. Employees are highly inspired and content in their work under a democratic leader's watch.

Laissez-Faire Leadership Style

Laissez-faire leaders don't micromanage their teams and instead stand back and watch. The leader encourages autonomy among employees and encourages them to accept personal responsibility for their work. This kind of leading is effective when the leader has faith in the judgement of his or her subordinates. However, a lack of direction and clarity brought on by this type of leadership may reduce staff enthusiasm and increase work unhappiness.

Situational Leadership Style

An example of situational leadership is a leader who changes tactics depending on the circumstances. Before choosing a leadership style, the leader considers the circumstances and the skills of the team. This kind of leadership is effective if there is a need for the leader to modify his or her approach. Employees are highly motivated and contented with their work under a leader who uses a situational leadership style.

Transformational Leadership Style

A leader with a transformational leadership style will encourage and inspire their team members to work together toward common goals. A good leader cares about their followers and works to help them improve and attain their greatest potential. When the leader has to rouse the troops and get them working together toward a common goal, they might benefit from this type of leadership.



High levels of employee motivation and contentment in their jobs are the result of a leader with a transformative style of management.

Leadership Theories

Various leadership theories have been put out to shed light on the connections between various leadership styles and changes in employee motivation and work satisfaction. Trait theory, behavioral theory, contingency theory, and transformational theory are some of the most widely-accepted perspectives on leadership.

Trait Theory

According to trait theory, there are several distinguishing characteristics between leaders and followers. A few examples of such characteristics include smarts, self-assurance, aggressiveness, and dogged persistence. The trait theory of leadership stresses the significance of individual attributes in leadership and proposes that those with certain traits are more likely to excel in leadership roles.

Behavioral Theory

According to proponents of behavioral theory, leadership is not a matter of character but of technique. In terms of leadership styles, the behavioral theory distinguishes between task-oriented and people-oriented management. Leaders who are task-oriented concentrate on getting things done, whereas leaders who are people-oriented work to strengthen bonds between themselves and their teams.

Contingency Theory

According to the contingency hypothesis, a leader's ability to influence their followers' behavior is context-specific. According to the contingency theory, variables including as the nature of the group being led, the nature of the work at hand, and the nature of the organization's culture all play a role in determining the most effective leadership approach.

Transformational Theory

Leadership, according to the transformational paradigm, is not only about getting things done, but also about bringing out the best in those you lead. The transformational hypothesis states that leaders who are able to inspire and motivate their followers are more likely to be successful because of the strong connections they are able to cultivate with those followers.



Relationship Between Leadership Styles, Employee Motivation, and Job Satisfaction

According to studies, the effects of various leadership styles on workers' motivation and sense of fulfilment in their jobs varies widely. Research has shown that autocratic leadership styles, like those of the former Soviet Union, are bad for morale and productivity on the workplace. Staff members working under authoritarian managers sometimes lack inspiration since they believe their contributions aren't being heard. Furthermore, workers who report to authoritarian leaders are more likely to be unhappy with their occupations since they have less agency over their daily activities. However, research shows that employees are more motivated and content when led by a democratic boss. Workers are more likely to be inspired by leaders who foster an atmosphere of openness and debate. Workers in democracies also report greater job satisfaction because they have a greater sense of influence over their workplace.

Researchers have discovered that a laissez-faire management style reduces morale and productivity on the workplace. Workers who report to leaders who take a hands-off approach are less likely to be inspired by their work because they fear they will be left to flounder. Furthermore, workers who report that their superiors do not provide them with the necessary assistance are more likely to be unhappy with their employment.

Positive effects of situational leadership on worker motivation and contentment in the workplace have been seen. Motivated workers are more common in organizations led by situational leaders, who may shift their approach to management based on the current needs of the business. Furthermore, workers who report that they get the assistance they need from their leaders report higher levels of job satisfaction.

Leadership that inspires and awes their followers has been shown to have the greatest influence on productivity and morale. Workers who report to transformational leaders are more likely to be inspired and motivated to do their best work because their managers can see the potential in each employee and help them realize it. Also, workers who report receiving the necessary resources to do their tasks well report higher levels of job satisfaction when led by transformational leaders.

Conclusion

Successful businesses always have strong leadership at the helm. Leadership styles have a significant effect on workers' morale and happiness on the workplace. Employee motivation and



contentment on the work may be affected in different ways by leaders with different personalities. Employee motivation and work satisfaction are negatively affected by autocratic leadership, whereas they benefit greatly from transformational leadership. The success of businesses relies on the contentment and motivation of its workers; hence it is crucial that leaders adopt effective strategies. Further, leaders need to understand not just the unique traits of their followers, but also the contexts in which they operate.

Effective leadership training and development programs may provide leaders with the tools they need to achieve their goals. Through participation in such a program, leaders may gain insight into their own leadership styles and the effects they have on their followers, and acquire the skills required to modify their leadership approach to best fit a variety of scenarios and audiences.

In conclusion, the topic of how different types of leadership affect workers' morale and job satisfaction is intricate and diverse. Leaders need to be familiar with the various leadership styles and how they affect their subordinates in order to be effective. Leaders may boost productivity and morale within an organization by adopting a style of leadership that best fits the needs of the current circumstance and the personalities of their followers.

References

- Bass, B. M., & Avolio, B. J. (1994). *Improving organizational effectiveness through transformational leadership*. Thousand Oaks, CA: Sage.
- Bass, B. M., & Riggio, R. E. (2006). *Transformational leadership* (2nd ed.). Mahwah, NJ: Lawrence Erlbaum Associates.
- Goleman, D. (1998). What makes a leader? *Harvard Business Review*, 76(6), 93-102.
- Hersey, P., Blanchard, K. H., & Johnson, D. E. (1996). *Management of organizational behavior* (7th ed.). Upper Saddle River, NJ: Prentice-Hall.
- House, R. J. (1971). A path-goal theory of leader effectiveness. *Administrative Science Quarterly*, 16(3), 321-339.
- House, R. J., & Mitchell, T. R. (1974). Path-goal theory of leadership. *Journal of Contemporary Business*, 3(4), 81-97.
- Northouse, P. G. (2016). *Leadership: Theory and practice* (7th ed.). Thousand Oaks, CA: Sage.