

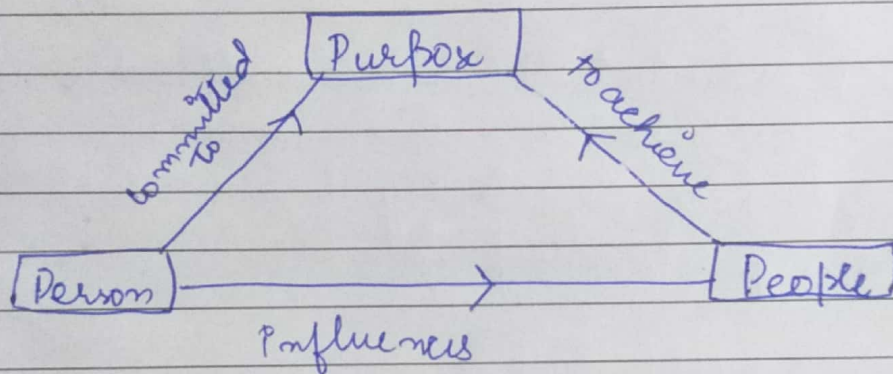
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Submitted to: Dr. Shamsul Haq Ansari Date

Q Discuss the term "Leader" & "Leadership". Are they related with each other? If yes then how & if no then why?

Sol. Leader: A leader is a person who influences a group of people towards the achievement of a goal. A mnemonic for this definition would be 3P's - Person, People & purpose as illustrated by the following diagram.



Leadership: A simple definition is that leadership is the art of motivating a group of people to act towards achieving a common goal. In a meeting the organisation's needs.

this leadership definition captures the essentials of being able & prepared to inspire others. Effective leadership is based upon ideas (whether original or borrowed), but won't happen unless those ideas can be communicated to others in a way that engages them enough to act as the leader wants them to act.

Yes, leader & leadership are related in the sense that leader uses leadership to influence the group/people. Leader is the

individual person where leadership is the process of influencing the group to help reaching goals.

Q What are the different traditional theories of leadership? Explain.

Ans Traditional theories of leadership includes

- 1) Trait approaches, such as the 'great man theory' which emphasise personal characteristics of the leader.
- 2) Leadership style approaches such as, the Ohio & Michigan State studies in the 1960s which emphasise leadership behaviours.
- 3) Contingency approaches such as 'least preferred coworker' (LPC) theory, which acknowledge the importance of situational factor.

1) Trait Approaches: Trait theories of leadership identify the specific personality traits that distinguish leaders from non-leaders. They are based on the premise that leaders are born not made i.e. that leadership is largely innate rather than being developed through learning. Early research (Munn, 1959; Stogdill, 1948) focused on the relationship between personality and leadership but reported little supporting evidence. Nevertheless, research interest in this area continues, with Judge and Bono (2004) reporting that 12% of all the leadership research published between 1990 & 2004 include the keyword 'Personality' & leadership.

2) Leadership Style Approaches

Later theories of leadership recognised that leaders might be usefully described in terms of what they actually do (their behavioural style), rather than just the traits that they possess. The underlying distinction in the behavioural style approach is between two different styles of leadership: task-orientation (where the leader is concerned with task related activities such as allocating task & setting deadlines) & relationship-orientation (where the leader is concerned with the subordinates, such as being friendly & approachable, developing communication & encouraging participation).

3) Contingency Approaches

One of the main criticisms of both trait & style approaches to leadership, is that they fail to take into account situational & organisational factors. Contingency theories consider both individual & situational factors together in determining leader effectiveness.

Q3 Discuss the term "Leadership Style". Explain its various types?

Sol Leadership style is the manner and approach of providing direction, implementing plans & motivating people - As seen by the employees. It includes the total pattern of explicit & implicit actions performed by their leader

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the first major study of leadership styles was performed in 1939 by Kurt Lewin who led a group of researchers to identify different styles of leadership (Lewin, Lippitt, White, 1939). This early study has remained quite influential as it established the three major leadership styles

- 1) Authoritarian or Autocratic
- 2) Participative or Democratic
- 3) Delegative or Laissez-faire

1) Authoritarian or Autocratic leadership

This style is used when leaders tell their employees what they want done & how they want it accomplished, without getting the advice of their followers. Some of the appropriate conditions to use this style is when you have all the information to solve the problem, you are short on time, and/or your employees are well motivated.

2) Participative or Democratic leadership

This style involves the leader including one or more employees in the decision making process (determining what to do & how to do it). However, the leader maintains the final decision making authority. Using this style is not a sign of weakness, rather it is a sign of strength that your employees will respect.

3) Delegation or laissez-faire leadership

In this style, the leader allows the employees to make the decision. However, the leader is still responsible for the decisions that are made. This is used when employees are able to analyze the situation ~~& determination~~ & determine what needs to be done & how to do it. You cannot do everything!

Q What do you understand by the term "Emotional Intelligence"? Explain the importance of "Emotional Intelligence" in leadership

sol Emotional Intelligence refers to the capability to manage & control his or her emotions & assess the ability to control the emotions of others as well. In other words, they can influence the emotions of other people also.

Emotional Intelligence is a very important skill in leadership. It is said to have four main elements such as self-awareness, self-regulation, motivation, empathy & social skills.

Q Read this statement: "Not all are leaders". Is it true or is it a myth? Justify your answer.

sol It is a myth that 'not all are leaders' because we all play leadership & follower roles according to time, situation, & in business over & over again. Leaders help themselves & others to do what's right. They set direction, build an inspiring goal or vision. Leadership is about planning

Date

which path is needed to "win" ~~as~~ as a team or organisation