

Role of Leadership

Leaders and their leadership skills play an important role in the growth of any organization. Leadership refers to the process of influencing the behavior of people in a manner that they strive willingly and enthusiastically towards the achievement of group objectives.

A leader should have the ability to maintain good interpersonal relations with the followers or subordinates and motivate them to help in achieving the organizational objectives.

Leadership plays an important part in the success of any organization. In the absence of effective leadership no organization can work efficiently. An organization is created with the purpose of achieving certain objectives through a human group; it becomes essential to control this human group.

Features of Leadership

- **Influence the behavior of others:** Leadership is an ability of an individual to influence the behavior of other employees in the organization to achieve a common purpose or goal so that they are willingly co-operating with each other for the fulfillment of the same.
- **Inter-personal process:** It is an interpersonal process between the leader and the followers. The relationship between the leader and the followers decides how efficiently and effectively the targets of the organization would be met.
- **Attainment of common organizational goals:** The purpose of leadership is to guide the people in an organization to work towards the attainment of common organizational goals. The leader brings the people and their efforts together to achieve common goals.
- **Continuous process:** Leadership is a continuous process. A leader has to guide his employees every time and also monitor them in order to make sure that their efforts are going in the same direction and that they are not deviating from their goals.
- **Group process:** It is a group process that involves two or more people together interacting with each other. A leader cannot lead without the followers.

- Dependent on the situation: It is situation bound as it all depends upon tackling the situations present. Thus, there is no single best style of leadership.

Importance of Leadership

(1) Helps in Influencing the Behavior of People:

A manager influences his subordinates with his leadership ability. He brings them under his control in such a way that they put in their best efforts to achieve the goals of the organization. Good leaders always get good results through their followers.

(2) Helps Followers in Fulfilling their Needs:

A leader establishes personal relationship with his followers and tries to fulfill their needs. Why does a human group follow a particular person? It can be said in reply to this question because that particular person provides them security and the opportunities to earn wealth, gives them the right to work and tries to understand their feelings.

That is why people follow him. A person who takes care of the above-mentioned needs of the employees, they willingly accept him. Consequently, they work with complete dedication and enthusiasm.