

The Role Of Leadership In Enhancing Employees' Performance

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Introduction

Leadership is known as one of the crucial paradigms when it comes to the effective [management of any organizational](#) setting. The facet of leadership comes with many considerations. The adaptability of the effective form of leadership is crucial as it provides necessary assistance to the organization to achieve its goals and objectives effectively and efficiently. Effective implementation of leadership practices has the potential to align the performance of the employees with the ultimate performance target of the organization. In any organization, managers play the role of influential leaders to transmit the knowledge to the workers of what is required from them in the paradigm of effective performance and provide indications about the establishment of the job tasks. Undoubtedly, leaders in any organization play the role of the bridge which connects the organizational demands to the overall performance of the workers. The leader is the one entity in the organization that provides necessary directions to the employees about their different tasks in both short-term and long-term organizational approaches. Here, the focus is to identify the association between the role of leadership and the performance of the employees, taking into consideration different organizational dimensions.

Discussion

In today's competitive business world, the achievement of organizational goals without the consideration of an effective form of leadership is impossible. Organizations try to enhance the aspect of effective leadership by adopting a more flexible approach referring to leading employees individually and working as a team. It is notable that there are many different approaches related to the features of leadership. It is the responsibility of the leader of the organization to adopt the approach best suited to the organizational environment and fulfil the requirements of the approach to the employees' performance.

The particular aspect of value-based leadership plays a crucial role in an organizational setting as it provides the necessary approach to organizational spirituality to the workers, which ultimately enhances their performance towards the organization. The feature of spiritual and organizational skills is essential because it provides indications about leadership behaviour and its impact on the behavioural patterns of the employees (Della Corte et al.). Proper identification and implementation of the qualities of a leader are immensely crucial because they provide the path to the workers

regarding their organizational performance. The prospect of sharing organizational values can only be achieved through the consideration of the value-based approach to leadership in any organization.

Different leadership styles also play a major role in the overall development of the organization. It is crucial for the leader to determine the style of leading with consideration of the organizational demands and the pattern of the employees' performance. The leader should have the necessary insights about the changing paradigm of the organizational setting. It is observed that the feature of leadership style is directly related to the element of employees' commitment towards their work. The proper approach to the leadership style ultimately helps to enhance the commitment level of the workers. An increased form of organizational commitment of the workers ultimately enhances their performance level. There are many leadership styles that can be considered effective in different organizational settings, referring to organizational demands. Transformational leadership is one well-known leadership style and is known as the most effective approach to enhancing the commitment level of workers in any organizational setting. The adaptability of the approach of transformational leadership is more effective than laissez-faire and transactional leadership because it aligns the workers' objectives with the ultimate goals of the organization (Yahaya and Ebrahim). Transformational leaders are characterized as motivational leaders who inspire the worker to enhance their level of organizational commitment.

The element of leadership can also be effectively observed in the case of project management. An effective form of leadership practice plays a crucial role in the paradigm of project management. It provides the necessary approach to the attainment of different tasks effectively. An effective leadership approach is crucial in project management because it provides insights into the facets of particular projects. Employees work in the form of a team to achieve the project goals. The role of effective and proactive leaders is important to align the performance of every individual worker to the overall perspective of the team effort. The leader plays the role of the supervisor to ensure the optimum form of work performance from each member of the team. It is considered the duty of the leader to initiate the idea of the work to execute the ultimate target of the project successfully.

The leader of the project takes different measures to enhance the motivation and commitment level of the team members, which ultimately increases their approach to performance (DuBois et al.). Effective leaders encourage the facet of healthy competition among all the workers so they can enhance their performance to achieve the organizational goals. Leaders come up with the necessary approach to enhance the features of team formation, self-confidence and the performance level of each member of the project. Effective leaders play a key role in the formation of the framework, which provides the essential guidelines for each member of the project regarding the attainment of the ultimate objective of the team.

The prospect of an effective form of leadership is also crucial because it addresses the facet of job satisfaction in the case of employees. Increasing the rate of job satisfaction ultimately plays a positive role in the enhancement of the work performance of the workers (Saleem). It is evident that when workers are immensely satisfied with their job position and organizational role, they perform better.

The particular role of transformational leadership is important because it adopts the organizational paradigm according to the needs of the workers. The motive of the transformational leader is to address different issues of the employees related to the aspects of their organizational commitment and job satisfaction. Proper consideration of these dimensions ultimately helps the management of the organization to understand the requirements of the employees referring to the organizational setting. The feature of organizational politics plays a crucial role in the determination of the relationship between the leader and the employees of the organization. The translucent leader plays a vital role in understanding the needs of the employees and adopting an effective approach to enhance the satisfaction level of the workers.

Conclusion

To conclude the discussion about the role of leadership and the performance level of the employees, it is crucial to understand that leadership is the one necessary paradigm that is connected to the overall facet of the organizational setting. The prospect of the organization cannot be imagined without the active and effective role of the leaders. It is immensely feasible for the organization to adopt the proactive approach in the case of leadership, which ultimately enhances the performance level of all the workers. The particular style of transformational leadership has the potential to address the issues of the employees which limit their organizational performance. The flexible feature of the leadership is to understand the issues associated with the facet of the workers and take necessary actions to align the workers' performance with the organizational objectives. Here, the focus is to identify the association between the role of leadership and the performance of the employees, taking into consideration different organizational dimensions. You can find some results yielding [leadership courses in Singapore](#), as they are imperative to any company.

Work Cited

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