

“Effective Leadership and Employee Job Satisfaction – Two Factors for Organization Achievement”

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Abstract – Leadership is the capability to power a group towards the accomplishment of objectives. Leadership is a development by which a person influences others to achieve an aim and straight the organization in a way that makes it more consistent and cohesive. Organizational accomplishment in achieving its goals and objectives depends on the leaders of the association and their leadership styles. By adopting the suitable leadership styles, leaders can influence employee job satisfaction, obligation and productivity, while Leadership is a development influence between leaders and subordinates where a leader attempts to influence the behavior of subordinate to achieve the organizational goals.

Keywords: Leadership, Job Satisfaction, Organization, Employee

INTRODUCTION

Effective leadership and employee job satisfaction are two factors that have been regarded as fundamental for organizational success. A capable leader provides direction for the organization and lead followers towards achieving desired goals. In similar vein, employees with high job satisfaction are likely to exert more effort in their assigned tasks and pursue organizational interests. An organization that fosters high employee job satisfaction is also more capable of retaining and attracting employees with the skills that it needs (Mosadegh Rad & Yarmohammadian, 2006). Several studies have also examined the relationship between the two factors and concurred that leadership has significant impacts on job satisfaction and organizational commitment (Lok & Crawford, 1999, 2001; Mosadegh Rad & Yarmohammadian, 2006). High job satisfaction enhances employees' psychological and physical wellbeing and positively affects employee performance. According to Mosadegh Rad and Yarmohammadian (2006), employee job satisfaction refers to the attitude of employees towards their jobs and the organization which employs them. The researchers pointed out that job satisfaction is influenced by many organizational contextual factors, ranging from salaries, job autonomy, job security, workplace flexibility, to leadership. In particular, leaders within organization can adopt appropriate leadership styles to affect employee job

satisfaction, commitment and productivity.

REVIEW OF LITERATURE:

From an organizational perspective, Schermerhorn (1999) believed that leading is a process used to motivate and to influence others to work hard in order to realize and support organizational goals, while Hersey et al. (2001) believed that leadership influences individuals' behavior based on both individuals' and organizational goals. Robbins (2001) defined leadership as the ability of an individual to influence the behavior of a group to achieve organizational goals. It is possible to conclude from these discussions that leadership is a group of phenomena, whereby leaders are distinctive from their followers, and can influence individuals' activities to achieve set goals in their organization s. Leadership style is defined as the pattern of behaviours that leaders display during their work with and through others. Miller et al. (2002) view leadership style as the pattern of interactions between leaders and subordinates. It includes controlling, directing, indeed all techniques and methods used by leaders to motivate subordinates to follow their instructions. According to Kavanaugh and Ninemeier (2001), there are three factors that determine the type of leadership style: leaders' characteristics, subordinates' characteristics and the organization environment. More specifically, the personal background of leaders such as personality,

knowledge, values, and experiences shapes their feelings about appropriate leadership that determine their specific leadership style; employees also have different personalities, backgrounds, expectations and experiences, for example, employees who are more knowledgeable and experienced may work well under a democratic leadership style, while employees with different experiences and expectations require an autocratic leadership style.

Recent leadership studies have continued to affirm the positive relationship between transformational leadership and performance at various levels (e.g., Dumdum et al. 2002; Dvir et al. 2002; Howell et al. 2005). Thus the researchers aim to discuss whether the transformational leadership does really stimulate the employees for higher performance or not.

A relation between Leadership styles and employee performance

The achievement of an organization is reliant on the leader's ability to optimize human resources. A good leader understands the importance of employees in achieving the goals of the organization, and that motivating the employees is of paramount importance in achieving these goals. It has been widely accepted that effective organizations require effective leadership and that organizational performance will suffer in direct proportion to the neglect of this. Furthermore, it is generally accepted that the effectiveness of any set of people is largely dependent on the quality of its leadership – effective leader behavior facilitates the attainment of the follower's desires, which then results in effective performance. Leadership is perhaps the most investigated organizational variable that has a potential impact on employee performance.

CONCLUSION:

The paper was set out to analyze leadership and employee job satisfaction the factors that add to the efficiency of leadership and explores the association between the efficient leadership styles and the employee performances. At its initial stage the various factors that affect the effectiveness of leadership styles are suggested. The key result is that the leaders must have the ability to influence their subordinates, be able to set clear standards of performance to their peers and act as a best role model to the subordinates [1].

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