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LEADERSHIP M.O.D.E. MEMBERSHIP ORIENTATION DIFFERENTIATION/EQUALITY: TWO WAY APPROACH

Abstract:

The world is evolving and times changing, so is changing the concept of Leadership all across the globe, within companies, organizations and even our day to day routines. Long gone are the days where we believed in the Great Man theory i.e. that leaders are born and not created, leaders like Nelson Mandela, Mahatma Gandhi were destined for greatness and lead nations contrary to modern day beliefs and situations.

The survey, adapted from Rusell Dore, was taken, from team leaders, members, and top-level managers of organizations and cooperates with India to understand their approach and social-emotional process

A member/employee related approach and the extent to which leader form a different quality relationship and their behavior with the individuals of the group is the basis of this research. The present study measures which approach do leaders prefer to use in today's time, which approach can increase their group effectiveness and how. A dual perspective is taken into consideration – approach of the leader in the context of their members and approach of the members as preferred by them in context of their leaders. For understanding the effect of teamwork and group effectiveness, two concepts were combined and worked upon, project and emotional process combined with group results and viability. It shows that a strong leader-member unbiased connection, effective communication, clear work distribution, and clarity leads to an effective output and strong teamwork while on the other hand, a weak and bias connection with members, leads to conflicts and negativity among the team, hampering their effectiveness.

Results showed the following observations:

1. Members that felt that their leaders were biased decreased their productivity and also the time period they served in a company.
2. Leaders usually show a biased and differentiated approach in a group.
3. Leaders, who maintained a friendly and close relationship with their group, were more productive and likely to stay longer in the company.

The study presented is important in modern day because of the following reasons:

1. Awareness is created as to which approach leaders are using and how it can be improved.
2. A theoretical framework developed which can be useful for leaders.

Hence, a direction towards modern day HR strategies, operational growth and quality functioning of a company/ organization including cultural enhancement strategies can be resourceful in context of this research.

Keywords:

Great man theory, Rusell Dore, leader-member differentiation and equality, group effectiveness, teamwork, theoretical framework.