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**A STUDY ON INTERREALTIONSHIP OF LEADERSHIP STYLE OF
TEAM LEADER, CONFLICT RESOLUTION STYLES OF TEAM
MEMBERS AND TEAM EFFECTIVENESS**

Abstract:

With organizations serving as mini worlds formed by different individuals coming and staying together and performing collectively, conflict becomes most evident. Leadership style plays an important role how these conflicts are handled especially in a team situation. Leadership style also determines the effectiveness of a team. The present study was conducted to map these interrelationships between leadership style of team leader, conflict resolution styles of team members and team effectiveness. A total of 15 teams consisting of 138 team members were taken for the study. The results reveal that Competing and Collaborating style of conflict resolution amongst the team members are significantly negatively affected due to Autocratic and Democratic Leadership Styles respectively. Avoiding conflict resolution style of team members is significantly influenced by Autocratic Leadership Styles while there is no significant effect of any Leadership styles on Compromising as well as Accommodating conflict resolution styles. Further it was observed that only Role Clarity and Shared Responsibility factors of Team Effectiveness is influenced by the Leadership styles while the remaining factors such as Participative leadership, Aligned Roles, Focus on task, Innovation, Problem Solving, Effective Communication, Responsiveness are independent of any Leadership styles present in the teams.

Keywords:

Leadership Style, Autocratic, Democratic, Laissez-Faire, Conflict Resolution, Team Effectiveness

JEL Classification: J24