



IMPACT OF LEADERSHIP IN BUSINESS MANAGEMENT

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Abstract

This research paper outlines what exactly is the impact of leadership of business management and how leadership can change the scenario within a blink of an eye. The main objective of the paper is how to solve the problems that arise in the business's management due to leadership. The main problem that comes up according to me is the resolving of issues or the conflicts within the business and a very considerate solution could be the leader should be authenticated towards all parts/ portion of the business.

Keywords: democratic style of leadership, conflicts IBM- International business machines

Introduction

All over the world governments recognize the importance of having the business that dominate most of the economy or the Gross domestic production of the country. Similarly does India, factual data states that 70% of India's GDP is brought by privately owned businesses. Now, this sector being one of the most important sectors of the country is the main contributors for the economy of the country and no government would want these sectors to decline. Therefore, the impact of leadership would affect the rate of production and the productivity of the firm and if this continues in all others firm the scenario of the economy of India could change. This research paper provides a detailed information of how leadership can be taken negatively and what are the solutions that could be taken in order to stop the domination of the leader and make the leader cooperate with others.

Theory

There are various impact the leadership could have on the business management. They could be categorized into two types positive and the negative impact. In this section, I will outline the negative points so that the solution can be made on the negative to bring out the positive changes. To begin with one of the biggest problem arising due to leadership is issues of conflicts within the firm. There are various scenarios where the employees do not like to be dominated and this creates conflicts between the leader and the employee. For instance, Every one of us being familiar with Google, it is one of the most successful companies but behind the curtains it is having a high labour turnover, Google employee Noam Bardin who worked in the company since 2013 said that Google could have difficulty renovating because of the tolerance of the leaders remains low. Also, problems like not providing feedbacks to the employees on their work can demotivate he workers. Moreover other problems like not making time for the group, failing to define the goals, misunderstanding each other can lower the productivity and



also increase the internal and external conflicts of the business or the firm. A very firm example for the context is John Akers also referred to as “the leader who lost the PC market” Under Akers’s leadership, IBM lost its spot as the unrivaled giant of hardware and software to a new crop of market disruptors. Akers felt that IBM needed to get its PC to the market fast, and this ended up being the most unsuccessful static error licensing Intel microprocessors and Microsoft software, rather than developing those components internally. Akers realized that the future of IBM was in software, not hardware, and pushed for a reorganization that would have divided the huge company into smaller independent businesses. But Akers was reluctant to make the aggressive staffing cuts that the reorg demanded, opting instead for softer measures, such as offering older workers financial incentives to retire.

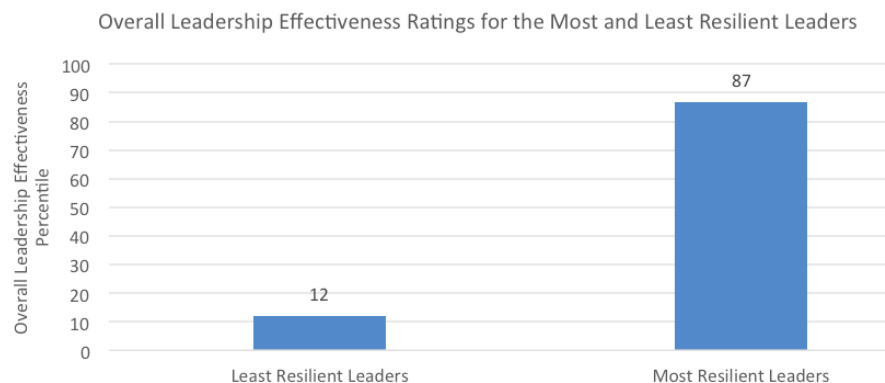
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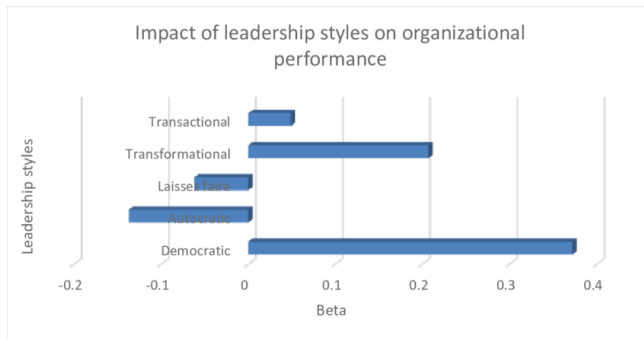
According to me, the research paper concludes that there is a very high impact of leadership in the business management. A very minor mistake in the primary task to of the leader that is to make decision fails, then even if the business is strong enough to exist in the market and can be a strategic champion due to this minor mistake everything can turn upside down. Therefore for the business to avoid that problem a major solution could be “A PERFECT LEADER”, many may argue that it might be impossible for a person to be perfect but in this context, I mean that the perfect leader is the one who can work together as a group, Understand their responsibilities, gather the love and trust of everyone and mainly who can make important decision for the business to exist. By stating the term of perfect leader I mean the one who can easily solve the conflict and hold everyone together. There is a picture that I think is a very best definition of how the leader should be. Also, if possible the form should adopt a democratic style of leadership

DISCUSSION

As you can see through the graph the leaders those who are more resilient can bring a greater overall change in the business because they can quickly recover from the difficult situations. This shows as mentioned above, for the leader to be perfect they need to be more resilient they can even bring back the firm for the loss and make it reach the profit.

This Graph shows the net income of the firm one with poor leaders, good leaders and great leaders. The one with great leader close to the perfect leader shows that the better the leader, the more consistent the work and better the net income of the firm or the individual.





As this graph clearly depicts that the democratic style of leadership can be perfectly fit in any firm if used properly which means if the firm has democratic style of leadership can increase the efficiency of the business as it increases the relationship within the firm, used to resolve conflicts which is main objective

CONCLUSION

The main conclusion that we come to an is for the for the positive impact of the leadership an democratic style of leadership should be used within a firm so that all the negative impact of having a leader can be tackled. Also, If the firm has a perfect leader than the firm would undoubtedly have an effective and productive output.

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