SYNOPSIS
Title: LEADERSHIP DEVELOPMENT AT HCL

ABSTRACT

To understand   the factors with which these leaders exert influence on team members and measuring the team member's satisfaction with regard to their respective team Leader. Sampling method used for this study is convenient sample.

One of the newest and most encompassing approaches to leadership, transformational leadership is concerned with the process of how certain leaders are able to inspire followers to accomplish great things. Transformational leadership emerged from and it is rooted in the writings of scholars such as burns (1978).

In this report I found that there are several positive features of the transformational approach, including that it is a current model that has received a lot of attention by researchers, it has strong intuitive appeal and kit places strong emphasis on morals and values.

INTRODUCTION

Transformational leadership: An empirical study of Team leaders working

Teamwork is essential for competing in today's global arena, where individual perfection is not as desirable as a high level of collective performance. In knowledge based enterprises, teams are the norm rather than the exception. Team leadership plays a critical role in fostering commitment, accountability, and team success. The Team leader must ensure that the right mix and level of skills are resident on the team. They are also responsible for effectively managing relationships outside the team, overcoming obstacles to success, and creating leadership opportunities for others.

Good leaders are made not born. If you have the desire and willpower, you can become an effective leader. Good leaders develop through a never ending process of self-study, education, training, and experience.

THE OBJECTIVES OF THIS STUDY ARE

To measure the leadership qualities of team leaders working a IT company

To understand the factors with which these leaders exert influence on team members

To measure the team members satisfaction with regard to their respective team leader.

<u>**NEED OF THE STUDY**</u>

Leadership Development concepts may be valuable in identifying strengths and weaknesses of current and future leaders, and leadership Development inventories and assessments are available. They can also be used to identify what kind of leader is needed for a particular organization at a particular time and assist in choosing someone who has the desired leadership approach. Finally, they can be useful in increasing a leader's self-awareness of his or her own leadership preferences and approaches for the purpose of self-development.

<u>SCOPE</u>

The scope of this study is limited to team leaders working for software companies located in Hyderabad..

<u>RESEARCH METHODOLOGY</u>

For the purpose of this a sample list was prepared in consultation with faculty members and people working in the IT industry. Companies in the sample list consist

<u>SAMPLE METHOD</u>

Sampling method used for this study is convenient sample. A request letter was sent to all the companies listed in the sample list. However, with reference I received acceptance form HCL only. Hence questionnaires were administered in HCL.

SAMPLE SIZE

In all 150 questionnaires were administered to the team leaders working in HCL. Questionnaire was given to the Team leaders and I asked them to fill the questionnaire. As per the instructions of the HCL HR managers HCL a collection box was kept in the premises of the HCL to enable the team leaders to drop the questionnaires. After three days I personally went to HCL to collect the questionnaires. Of the 150 questionnaires, 129 were returned. These questionnaires were removed from further analysis. Finally, 94 questionnaires were found usable with usable response rate of (63%)

LIMITATIONS

A major limitation of this study is that, apart from administering questionnaire management didn't allow me to talk with the workers in person.

Questionnaires were handed over to the HR manager and he administered them among the workers.

CHAPTERISATION

Detailed/final Project Report will include the following chapters

CHAPTER –I

- Introduction
- Significance of the study
- Need of the study
- Objective and scope of study
- Methodology
- Limitations
- Scope

(Details of methodology used in studying and collecting the data and issue will be described)

CHAPTER –II

- Literature review
- Theoretical study

CHAPTER –III

- Industry & company profile

CHAPTER –IV

Analysis of the topic & Interpretation

(Descriptive work on the topic, this chapter will include analysis and interpretation of data tabulation and categorization)

CHAPTER –V

- Recommendation
- Bibliography
- Appendix

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