

SYNOPSIS

Title: A STUDY ON THE ROLE OF LEADERSHIP IN WORKFORCE AT NAYERSOFT TECHNOLOGIES

ABSTRACT:

Due to globalization, companies are changing their structure and competing in a bigger arena. Most of these organizations used to think of capital simply as shares, cash, investments, or some sort of wealth. Over the years, these organizations have changed their views and have added employee development and performance management as a strategic business priority to set them apart from their competition. With this shift, organizations are adding more value to their employees and their employees' skill sets (Heger, 2007). Talent management has emerged as an area in which organizations, and especially human resource professionals, can spend time and resources to develop a workforce that gives them a competitive and strategic advantage. Organizations use talent management in order to achieve some of their goals, such as competitive advantage, retention, and increase productivity. For the purpose of this paper we will focus on one aspect of talent management, motivation, that leads to some of these desired organizational outcomes and take it a step further by approaching it through the engagement lens. Engagement impacts various organizational outcomes, such as retention and productivity. To accomplish their talent management goals, organizations must move beyond employee motivation strategies and towards increasing the levels of employee engagement. Having engaged employees has become crucial in a time where organizations look to their employees to take initiative, bring innovation, and be proactive with solutions to current needs. Organizational leaders are in the position to increase their employees' engagement levels and do more than just motivate them. The purpose of this paper is to explore what type of leadership style is more conducive to increasing the levels of employee engagement. First, employee engagement and leadership are discussed followed by an exploration of what leadership style is more conducive to increasing employee engagement levels. Lastly, implications and conclusions bring this paper to a close.

INTRODUCTION

Business organization requires leaders-individual who would be instrumental in guiding the efforts of group of workers to the achievement of goals and objectives. The leader guides the actions of others in accomplishing their task.

Leadership is required for mobilizing people to handle challenging times. In a world that has no challenges, things are fine and you don't require leaders. In such a world, you don't need to mobilize people for handling any crisis. But unfortunately, in our world, we have huge number of challenges in the government, non-profit and business sectors; we have many challenges in the developing and the developed world. Hence, we require leadership in our world. The leader should step in to solve customer problems; they should step in to solve internal company problems. The number of people that we need to provide leadership is huge now Leadership is an interactive conversation that pulls people toward becoming comfortable with the language of personal responsibility and commitment.

Leadership is not just for people at the top. Everyone can learn to lead by discovering the power that lies within each one of us to make a difference and being prepared when the call to lead comes. Albert Einstein once said, "We should take care not to make the intellect our god; it has, ofcourse, powerful muscles but no personality. It cannot lead; it can only serve." Leaders know and science has discovered emotionality's deeper purpose: the timeworn mechanisms of emotion allow two human beings to receive the contents of each other's minds. Emotion is the messenger of love; it is the vehicle that carries every signal from one brimming heart to another.

STATEMENT OF THE PROBLEM

The concept and need to share leadership and operate as leadership, teams are becoming accepted widely at the top of the organizations, the focus of leadership tends to be still very much on the individual. So the relationship between leadership and work force assumes greater importance.

OBJECTIVES OF THE STUDY

- To study the role of leadership in work force.
- To study the role of leadership in work force with reference to software industry.
- To find out the relationship between leadership and work force in Human Resource Management.
- To explore the relationship between work force and innovative behavior, they demonstrate from socio-technical perspective.

SCOPE OF THE STUDY

Leadership is the action or influence necessary for the direction or organization of effort to a group undertaking. To lead others successfully, one must first learn how to lead oneself effectively.

This study is confined to Bangalore City. The results cannot be generalized.

HYPOTHESIS

H₀: There is no role for leadership in work force.

H₁: There is a role for leadership in work force.

RESEARCH METHODOLOGY.

This study entitled 'A study on the role of leadership in work force' is done with reference to software industry. On behalf of the IT companies Nayersoft Technologies are selected. The data are collected by using questionnaire. This purpose of this study was to uncover and describe the role of leadership in workforce. This inquiry led toward understanding the influences of organizational and individual values on the performance, relationships, and effectiveness of leader's relationship with workforce. The particular focus was oriented towards leadership qualities, since conflicts expose differing within a context of working with different teams.

SAMPLING

Population:

In this study, there is a population of 250 experienced persons.

Sample Size

Samples of 60 experienced persons from the two companies are being taken for the study.

Statistical tools

The following statistical tools are used for analysis:
T- Test.

SPSS package is used for performing all the above said analysis

DATA COLLECTION METHOD

Primary Data: Primary data are useful for current studies as well as future studies. These data are collected for the first time by the researcher. The primary data for this study is collected by using questionnaire.

Secondary Data: Secondary data are those which are collected from journals, magazines, government publications, annual reports of companies etc..... The secondary data for this study is collected from journals, magazines, internet, books and reports from companies.

FIELD WORK

My Dissertation study is concentrated mainly on Software Industry. Nayersoft Technologies were the two companies where my study is conducted.

METHOD OF ANALYSIS

Percentage
Average
Graphs

LIMITATIONS OF THE STUDY

The major limitations of this study are:

- Time constraints
- Geographical constraints

- This study is confined to Software Industry, so it may not be applicable to other industry.
- This study is limited to only two companies.

NEED FOR THE STUDY

- Leadership is of great importance in the present world.
- The leadership provided to a work force influences their effectiveness.
- The productivity and profit can be increased by motivating disengaged workers to become engaged.
- In order to align organizational goals with individual goals, leadership is very essential.
- Good leadership is a decision that builds on a combination of wisdom, intelligence and creativity.

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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