



The Impact Of Effective Leadership In Managing An Organisation In Nigeria

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ABSTRACT

One of the trigger problems of managing organisation, one has to get effective leadership who are ready to maintain higher moral standard of managing an organisation to achieve its goals and objectives, an effective leadership must possess such conducts of good characters in relating with subordinates or clients, performance to control day to day activities, proper accountability of the organisation, transparency, motivation, good communication approach, effective leadership are playing a vital role in an organisation, leadership must be active, diligent, dedicated, intellectual with good integrity and personality in planning, controlling, staffing, organizing, directing, co-ordinating, reporting, Budgeting co-operation to achieve the targeted goals of profit maximization and increase market share. An effective leadership should possess such skills in managing an organisation.

KEYWORDS

Leadership, Organisation, Impacts, Motivation, Planning, Good Communication Approach, Controlling.

INTRODUCTION

Effective leadership most use the following functions.

1. Planning in any business activity, planning is prerequisite for doing anything and

also ensure the proper utilisation of the resources of the business concern to achieve the desire goals.

2. Organising: to organise a business is to provide it with everything useful to it's functioning—raw materials, tools, capital and personnel. Thus, organising involves bringing together the man power and material, resources for the achievement of objectives laid down by the enterprise.
3. Directing consist of the following communication or instruction to subordinates, guiding and leading the subordinate to perform the work systematically, inspiring the subordinate to work with interest for the accomplishment of the enterprise objective. Supervising over the subordinate to ensure that, the work done by them is confirmed.
4. Controlling is related to all other management function, it is concerned with seeing whether the activities have been or being performed in conformity with the plans.
5. Co-ordination it is a conscious and rational process of pulling together various department of an organisation and unifying them into a team to accomplish goals in an effective manner.
6. Co-operation indicates the willingness of individual to help each other. It is an attitude of a group of people and is largely the result of voluntary action.
7. Staffing as a function of management involves recruiting people with right qualification and experience for the right jobs at the right time. It involves selecting people and providing training if required so that, they are capable enough to achieve organisational goals effectively and efficiently.
8. Budgeting is the tactical implementation of a business plan to achieve the goals in a business strategic plan we need.
9. Reporting is a document that presents information in an organisation format

for a specific audience and purpose, report are always in the form of written documents.

Several definition have been presented by Ralph M. Stogdill (1974), He looks at leadership as a focus of group process as a personality and it's effects as a form of persuasion. Stogdill final definition of leadership is that in which he referred to leadership as “the process of influencing group activities towards setting and goal achievement. The knowledge, contribution by the various theories to leadership was based on the study of the people were already great leaders. These people were often from the aristocracy as few from lower classes had the opportunity to lead. This contributed to the notion that leadership had something to do with breeding.

Leadership theories are basically attempted to present in the historical perspective of the Labour, with the view on different leadership approaches that find the trace and to explain the natural of a leaders as person (traits) the organisation climate of leadership the impact of situation in the leadership and the various style use leader in performing their functions. These theories also attempt to explain the factors involved in the nature of leadership as well as explaining the basic for successful leadership several approaches have been involved by writers in leadership. These approaches;

1. Leader oriented approaches.
2. The organizational approaches climate.

The above approaches have been subdivided into various theories of leadership which constitute;

1. Great man theory
2. Environment theory
3. Expectation theory
4. Humanistic theory
5. Exchange theory

According to Martin owerin who was then the acting director general and chief executive officer of the Nigerian institute of management (NIM), the great man approach to leadership is the sophisticated of all the approaches to leader oriented approaches to the study to leadership. The assumption here is that all the other are born rather than made; it further indicates that successful managers are leaders are who are competent in their position.

Since it is the assumption that leaders are born, great men approach to the study of leadership entitles that less effort will be required for the development of leaders. As Leonard kazmier put it the great man approaches tend to emphasise executive section since they assume that leaders are born and made. The leader under great man assumption is therefore based on inheritance. It sees leadership from the national endowment point of view.

TRAIT THEORY: the traits to the study of leadership is the opposition of the great man approach. It assumes that successful leadership is conducted with the personality characteristics of the appointed leaders, which can be systematically situated. Therefore, the traits approach gives opportunity for discovering the factors underlying leadership (or managerial) success.

The number of traits of a successful leadership varies from one organisation to another. Those notable traits of leadership mentioned by kazmier include integrity, promptness and dependability. Another list of traits are those hodgetts proposed and they an;

1. Intelligence, leaders are generally more intelligent than their followings.
2. Social maturity: leaders are emotionally matured, capable of handling extreme situation.
3. Inner motivation and achievement drive: leaders have a strong drive to accomplish.

4. Human relations attributes: leaders known they rely on people to get the work done.

However, the trait approach which give list of traits a leader should possess easy to state theoretically, but practical it is difficult to implement because of the mere possession of those traits does not entail effective utilisation of them, yet leaders/manager must have to make use of them as must as the situation requires.

SITUATION THEORY: the situation is another determinant of effective leadership. Situational leadership theories of organisation and the nature of the group or organisation and the problem to be solved by the group. This means that the situation determines the action to be taken by the leader since according to Stogdill “the leader is only an instrument factor through which solution to the organisational problem could be solved. Furthermore, according to theoretical assumption, therefore, situational factor or dimension which are finite in number and vary according to the leaders personality, the requirement of the task, need and attitudes of the followers and the enrolment in which the organisation or group is operating, research conducted by filly no use and keep as presented by hodgetts indicates that the following leadership effectiveness:

1. History of the organisation
2. Age of the previous incumbent in the leadership position
3. Age of the leaders and previous experience
4. Community in which the organisation operates
5. Particular work requirement of the group
6. Psychosocial climate of the being led
7. Kind of the leader holds
8. Size of the job of the group lead
9. Degree to which group member cooperation is required
10. Cultrue requirement of the set ordinate

PEOPLE AND STRUCTURE ORIENTATION: these approach take into effect cooperation factor, they are as follows;

1. This concept of consideration: this refers to the extent to which individuals likely to have job relationship as governed by mutual trust. This concept takes the people factors into consideration in the analysis of leadership. Hence the relationship between human being in an organisation is paramount importance in consideration of a leadership.
2. The role of imitating structure that law emphasise the extent to which individuals define and structure their role and the roles of their sub-ordinate toward accomplishment of the organisational goals, it therefore emphasise on the function and theories of leadership.

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