

Q1. Define Leadership ?

[3 Marks]

Ans. Leadership is the quality of behaviour of a person whereby he is able to persuade others to seek group goals enthusiastically. It is the influence relationship in which one person (the leader) influences the behaviour of others (the led to followers) in a given situation to work together on related tasks attain what former desires.

Definitions of Leadership :

According to Robert Tannenbaum, "Leadership is the inter-personal influence exercised in a situation and directed through communication, process towards the attainment of specified goals".

According to James Gibbin, "Leadership is a process of influence on a group in a particular situation at a given point of time and in specific set of circumstances that stimulates people to strive willingness to attain organizational objectives, giving them the experience to attain the common objectives and satisfaction with the type of leadership provided".

According to Theo Haimann, "Leadership is the process by which an executive imaginatively directs, guides and influences the work of others in choosing and attaining specified goals by mediating between the individuals and the organization in such a manner that both will attain maximum satisfaction".

<u>To the organisation</u>	<u>To the employee</u>
A well managed health and safety programme	A safe and healthy work environment
A positive and caring image	Enhanced self-esteem
Improved staff morale	Reduced stress
Reduced staff turnover	Improved morale
Reduced absenteeism	Increased job satisfaction
Increased productivity	Increased skills for health protection
Reduced health care/insurance costs	Improved health
Reduced risk of fines and litigation	Improved sense of well-being