

# The Role of Leaders and Managers in Organizations

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## **ABSTRACT:**

Modern organizations should be managed with a new attitude to manager's work. A modern manager should be a leader who is capable to enable employees and jointly collaborate in a team. Leaders and managers equally play a vital role in the success and effectiveness of an organization. While managers focus on planning, organizing, and controlling resources to achieve organizational goals, leaders inspire, motivate, and guide employees toward a shared vision. Effective leadership helps create a positive work culture, encourages innovation, and builds employee commitment. Managers ensure stability by setting objectives, coordinating activities, and maintaining efficiency in daily operations. On the other hand, leaders focus and set a direction, align people, motivate and inspire. A leader has the passion and the creativity, while a manager has the mind, the rational and the persistence. A leader is flexible, innovative, inspiring, courageous and independent. But a manager has a nature of consulting, analytical, deliberate, authoritative and stabilizing. Both roles are interdependent and essential for organizational growth. When leaders and managers work together, they improve decision-making, enhance teamwork, and help the organization adapt to change and achieve long-term success.

## **INTRODUCTION:**

Organisation success is not separable from the managerial practice just like any organized social activity which is inseparable from the values, attitudes, abilities and behavior of the group leader. Practical problems of management and leadership are being solved, however the question of management efficiency and leadership effectiveness are still exist. The fact is that economic climate and technological environment is changing.

Due to these reasons, challenges and assignments of management organizations are changing as well. So, each manager should change his attitudes, managerial skills and behavior according to the current requirements. organizations dependence on its leaders is much more wider. Besides, formal and informal leaders of the organizations influence not only the work specifics and also on the success of organizations they are working in. Environmental changes motivate organizations and their leaders to change, but leaders also affect the medium of existence of the organization and inspire changes in its environment. Management factor is also important when considering the inward of the organization, the leaders influence in the organization felt in various activities, from creation of work strategy and work planning to communication features of separate groups members in a project. An attention has to be given to the business organization managers and the development of their leadership competences in order to reach excellent results. Leadership is the right person that kick starts all other processes in the organization and also affects enormous variables outside the firm. The insights on managers competencies should be grounded and recorded with proofs, evidences and arguments. This can be achieved by proper

investigations, by knowledge acquired and gathered on research conclusions, and by conversance in real and original managerial problems.

### **Manager in Organization:**

Managers are the community that visibly stands apart in present day business organizations. The reasons are concerned with the process of ownership and management's separation. Manager's roles were being changed in the time distance, because the contexts of organisation's activity were also being changed. Hundred years ago the supervisor was only the liaison between the company owner and all the staff of the company. The supervisor listened to what the workers had to say and used their ideas, but he was concentrated rather on resolving the problems in work place than on the discipline. Along with the growth of an average business firm size, supervisors got more powerful and their managerial style became more autocratic. The contexts of manager's activity were changed and so called manager's revolution took place. Manager received the rights from the management to employ and dismiss people based on the quantity and quality of their work, and on the required quality of products manufactured by them. Managers play a crucial role in ensuring that organizations function smoothly and achieve their objectives. They act as a link between top management and employees, translating organizational goals into actionable plans. Effective management improves productivity, coordination, and overall organizational performance.

### **Planning**

One of the primary roles of a manager is planning. Managers set goals, develop strategies, and determine the activities required to achieve organizational objectives. Proper planning helps reduce uncertainty and provides clear direction to employees.

### **Organizing**

Managers organize resources by designing structures, assigning tasks, and allocating authority. This ensures that work is divided efficiently and responsibilities are clearly defined, leading to better coordination and teamwork.

### **Staffing**

Staffing involves recruiting, selecting, training, and developing employees. Managers ensure that the organization has the right people with the right skills in the right positions to achieve its goals.

### **Directing**

Directing includes leading, motivating, communicating, and supervising employees. Managers guide employees in performing their tasks, resolve conflicts, and encourage them to perform to the best of their abilities.

### **Controlling**

Managers monitor performance by setting standards, measuring actual results, and taking corrective action when needed. This role ensures that activities are aligned with organizational plans and objectives.

### **Decision-Making**

Managers are responsible for making informed decisions that affect organizational performance. They analyze situations, evaluate alternatives, and choose the best course of action.

### **Maintaining Discipline and Coordination**

Managers enforce rules and policies while ensuring harmony among different departments. Effective coordination improves efficiency and reduces duplication of effort.

Often managers arise as a result of existence of certain behaviour patterns which function in external and internal environment of the company and are related with position of a given person in the business organization's structure..

**Leadership and Management:**

Management and leadership are seen as synonyms but there is a difference between the two. The importance of leadership is on interpersonal behaviour. It is associated with the willing and enthusiastic behaviour of the followers. But leadership does not necessarily take place within the hierarchical structure of business organization. Many operate as leaders without their role ever being clearly defined and established. A leader has sufficient influence to bring long term changes in people's attitudes and also to make changes more acceptable. So, leadership can be seen primarily as an inspirational process.

**LEADERSHIP:**

Leaders are not born but created in business firms. If one has the desire and willpower, he can become an effective leader in any organisation. Best leaders develop through a never ending process of self-study, self-estimate, proper education, appropriate training, and work experience.

To inspire workers into higher levels of teamwork, certain things you must be, know, and, must do it. These do not come just like that, but acquired through continual work and study. Best leaders are continuously working and studying to improve their leadership skills. Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent and also helps the organisations to attain more profit. Leaders in organisations carry out this process by applying their leadership attributes, such as beliefs values , ethics, character, knowledge , and skills. Position as a manager in any firm gives you the authority to accomplish certain tasks, goals and objectives in the organization,theory of leadership states that there are three important ways to explain how people become leaders. The first two explain the leadership development for a small number of people. These theories are: Personality traits may lead people naturally into leadership roles. This is called as the Trait Theory. A crisis or an important event may cause a person to rise to the occasion, which brings out extraordinary leadership qualities in an ordinary person. This is called as the Great Events Theory. People can choose to become leaders and learn leadership skills. This is called as Transformational Leadership Theory. It is the most accepted theory today and the premise on which this guide is based on. When a person is deciding if he respects you as a leader, he does not think about your attributes, rather, he observes what you do so that he can know who you really are. He uses this observation to tell if you are an honourable and trusted leader or a self-serving person who misuses authority and power to look good and get promoted. Self-serving leaders are not effective because their employees only obey them, but not follow them. They succeed in different areas because they present a good image to their seniors at the expense of their workers. The basis of good leadership is honourable in character, kindness and selfless service to your organization. Respected leaders concentrate on what they are, what they know such as job, tasks and what they do such as implementing, motivating and providing right direction, what makes a person want to follow a leader? People want to be guided by those they respect and who have a clear sense of right direction. To attain and gain respect, they must be ethical.

Managers are the people in organizations to whom the management task is assigned. It is generally thought that they achieve the desired goals through the key functions of planning and budgeting, organizing and staffing, problem solving and controlling. Leaders on the other hand set a right direction, align people in a proper manner, motivate and inspire. Other researchers consider that a leader has soul, the passion and the creativity while a manager has the mind, the rational and the persistence. A leader is flexible, innovative, inspiring, courageous and independent.

## CONCLUSION:

The main researches of organizations emphasize that modern organizations cannot manage without a new mind set and attitude to manager's work. A manager must act as a leader these days. He must be a leader who is able to enable employees, motivate them to work for collaboration. The leader should possess high managerial competencies, skills and qualities based on high emotional and social intellect. Leader's values, competencies, abilities and professional characteristics are reciprocally related variables, and coherence of all these variables could lead to management-in-organization success. Nowadays, the managerial roles have broadened, became more complicated, active and creative. Managers, who want to administrate firms in an appropriate manner must be up to the mark, fulfil more and more functions. They should be flexible, capable to adapt themselves to different situations and play many roles, adapt them and even create the roles because company's functioning are constantly changing. Leaders and managers play a vital and complementary role in the success of an organization. Leaders provide vision, inspiration, and direction, motivating employees to work toward shared goals and adapt to change. Managers, on the other hand, ensure efficiency and stability by planning, organizing, directing, and controlling organizational activities. While leadership focuses on people and long-term growth, management emphasizes processes and day-to-day operations. An organization achieves sustainable success when both leaders and managers work in harmony, combining strategic vision with effective execution to drive performance, innovation, and continuous improvement.

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