

# The Role of Responsible Leadership on Employee Presenteeism

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**Abstract:** This paper leader is someone who influences others. We all have an image of a leader. It can be described by such words as intelligent, courageous, persuasive, skillful, and powerful. You may have heard the myth that: leaders are Born, not made” however, numerous leadership studies and programs have shown that individual with a desire to do so, can take steps to learn, practice and improve their leadership capabilities and develop into leaders.

## 1. INTRODUCTION

A leader cannot achieve success alone. The old notion that a leader is “the top of the pyramid” is false. An effective leader is involved and in touch with group members. He/ She them to act by providing technical assistance, emotional support and vision. Effective leader insist on the support and assistance of those affected by the project. They think in terms of “We” not “I” most leader think very little about their own leadership qualities. They “do what comes naturally” when leadership is needed. If they are successful leaders, their instincts usually serve them well. To develop your leadership ability, however, you need to be more aware of how you lead.

## MEANING OF LEADERSHIP

The ability to influence a group toward the achievement of goals “When you boil it down, contemporary leadership seems to a matter of aligning people toward common goals and empowering them to take the actions needed to reach them”

## DEFINITION

Leadership is the ability of a manager to induce subordinates to work with confidence and zeal - Koontz and O'Donnell.

Leadership is ability of a superior to influence the behavior of his subordinates and persuade them to follow a particular course of action. -Chester Barnard

## LEADERSHIP STYLE

1. Autocratic Style -An autocratic leader wants his subordinates to work in the manner he wants. He tells what they should do, when and how. He does not let his followers offer any suggestion. He specifies the goal, makes available the resource that he thinks are suggestion.
2. Democratic Style - Such a style of leadership is also known as “participative leadership” A democratic leader does not make unilateral or one-sided decisions. He provides scope for his followers to participate in the decision-making process
3. Laissez Faire Style -The dictionary meaning of laissez faire is policy of non –interference. Also known as a “Free rein leader”, a laissez faire leader gives full freedom to followers to act

4. Coaching Style -A leader who follows the coaching style helps his employees to identify their strengths and weakness and align them with their personal goals and career aspirations. He encourages them to plan and purpose their long-term development goals.
5. Institutional Style - An institutional leader is one who has become a leader by virtue of his official position in the organization hierarchy. For example: A person appointed as the general manager of a concern.
6. Paternalistic Style - A paternalistic leader takes care of his followers in the way the head of a family takes care of the family members. He is mainly concerned with the well-being of his followers and is always ready to protect them.

## 2. REVIEW OF LITERATURE

### FIELD MARSHAL SAM MANECKSHAW

When one ponders about leadership, the natural type of individual who emerges in the mind is a soldier –an army colonel, a brigadier, a general. Therefore, it is interesting to ascertain how the mind of such a leader works.

“People oriented”. He times reproached as the being the architect of Bangladesh. In April 1970, there was a rush of thousands of refugees into India. In fact on April 25<sup>th</sup> a cabinet meeting was held. Then prime minister Mrs. Indira Gandhi to the meeting present at this meeting were Sardar Swaran Singh, Fakhruddin Allahkhani, Jagjivan Ram and the finance minister Y.B. Chavan

High assertiveness: The field marshal's response is an illustration of this high assertiveness and integrity-the courage of his convictions. He pointed out to Mrs. Gandhi that it was impossible to collect the division of his armed forces, who were spread out all over the country in such a short time.

The importance of image: Other critics levied against field marshal Manekshaw was regarding the cease-fire offered to President Yahya Khan, during the Pakistan war. Instead of honoring this stand, he was asked to do so, without hurting the Indian soldiers themselves.

“If at least a few of those soldiers went back to Pakistan and spoke about the goodness and kind treatment they received at the Indian camp to even ten Pakistanis it would serve to speed Indian goodwill”

### LEE IACocca- A sterling leader (1960)

The well-known Chrysler Corporation was in great difficulties during the mid-1970s. It was averaging a return on its asset of about minus 8 percent. It was in fact in the process of running out of business altogether. Then Iacocca took over. In 1984/1985, he created even a new senior management team, improved the product and paid back a huge government loan. The return on the asset ROA for the two years averaged nearly 20 percent positive. Everyone who stuck with him since 1980nd held on to their stock have made a nice pile of money. By the end of 1986, Chrysler's total dividends and stock appreciation had added upon an unbelievable 860 percent.

Previously, he had the vision to encourage the popular car titled 'mustang' when he was at Ford and changed the industry in the 1960s. Quoted below is what was said in time.

‘Iacocca has produced more than just another new car. With its long hood and short rear deck, its feisty flair and openmouthed air scoop, the Mustang resembles the European racing cars that American sports-car buffs find so appealing. Yet Iacocca had made the Mustang's design so flexible, priced as low as \$2,368 and able to accommodate a small family in its four seats, the Mustang seems destined to be a sort of model of sports cars-for the as well as the buffs’ People orientation-motivation Iacocca had to motivate the people to words his new vision and make team work towards achieving those shared goals. Iacocca, not only developed the network by introducing the change required in connection with the several types of people like stockholders, government, financiers, etc., but also instilled a change on the cultural value in his employees from ‘losers’ this he did through his frequent message to the worker and his own personal appearance Chrysler advertisement.

**DHIRUBHAI AMBANI- The cooperate Wizard (1980)** The business leader Mr. Dhirubhai Ambani. His own Reliance Industry has lot of firsts to credit. It is the first Indian private sector company to have collected total asset of Rs.20000crores within a decade. In yearly turnover achieved any company in India. The largest textile company in India leading behind even those which had existed for almost a century. It is also the first company of which the

market value of share crossed the Rs1000crores mark. It is the first company to attain the distinction of over a million investors. Thus there many first to its credit and it has no parallel even in the number of capital issues in a decade. Lot may therefore be interesting to view the background of this organization and particularly its founder Mr. Thirubani ambani.

An overview: let us end with a quick look at Mr. Ambani's track record or performance through reliance industries. Reliance has a track record of setting up projects such as polyester staple fiber (PSF), polyester filament yarn (PFY), linear alkyl benzene (LAB) and purified Teraphthlic acid (PTA) plants at patalganga in record setting time of mere 14, 15,20and 26 months

The future perspective: on 22 august **1988**, reliance petrochemicals ltd. (RIL) bulldozed its way into the capital market with a mammoth fully-convertible debentures issue. The Rs 593.4 crores mega issue, the largest ever to be a company. This RS.600-Crores mega issue signals a major change in the financing of large projects. The dept overhang is virtually nol, thanks to the solid support of nearly 3 million investor all over the country reliance paper. In conclusion it may be mentioned that after 26years of steering his empire Dhirubhai ambani, chairman and managing director of reliance industries, is stepping down from his post and handing over full and complete charge the Rs. 3000 crores company to his two son, Vice-chairman Mukesh and joint managing Directed Anil.

### **Akio morita- the Marketing genius (1986)**

Let us now look at a Japanese organization and more particularly at Akio Morita, chairman and chief executive officer as well as co-founder of SONY –the well know Japanese Electronics firm. Mr.Morita is considered the best known spokesman abroad for Japan and Japanese business. He is a relentless innovator, entrepreneur and business leader. Sony corporate is one of the world's leading manufacturing of nude and video equipment, telephone and such products as micro floppy disks, disk drives, and seminar conductors used in consumer electronic. The audio and video software markets through the newly acquired CBS Record inc. Audio equipment, video equipment, television, other product. Although sonny is not the biggest company is Japan, Mr.Morita has established from scratch a world-wide reputation for his products. He has become the best-known Japanese's businessman in the world. More than any other businessman. Vigneshwaran, D., Mohankumar, S., & Vimala, B. (2022). The intention drew attention in the context of employee attrition, with a focus on its antecedents. A related aspect that requires attention is the outcome of the intention to where little research has been done, especially in the Indian context. The present study explores social benefit support, personal factors, work-family conflict, and work-life balance as results of the intention to exit These factors become critical in the context of women because employees presenteeism who want to exit can become less productive or even dysfunctional for the organization. Interviews and a questionnaire-based survey were used in this research. The survey was conducted using software professionals with less than four years of work experience, with results based on 650 responses. Total find out infinite population -1200, Confidence levels =95%, Margin of Values = 2.5%, Select Sample Size=650, Quota sampling the first results show that, as assumed, the intention to quit leads to lower performance The first results show that, as assumed, the intention to exit leads to lower performance. This woman is understood to the social support, personal factors, work-family conflict, and work-life balance clear pattern of the organization. Furthermore, exploration using structural equation modeling shows that performance orientation mediates the relationships between the intention to exit and social support, personal factors, and work-family conflict, as well as between the intention to exit and the balance to the job.

D.Vigneshwaran, Dr.S.Mohankumar, and Dr.B.Vimala (2021). The consequences of the Covid 19 pandemic, several businesses, and government organizations require an effort after a home-based (WFH) policy for their presenteeism employees. At all times, workers feel comfortable at home with their families, particularly in unexpected situations. On the other hand, because of workplace and domestic tasks at the same time, the workload starts growing automatically. Whether professional concerns interfere with personal life or vice versa, this can lead to conflict. Working from home makes it difficult to strike a work-life balance (WLB). Work-life balance requires to be situated explored extensively in previous studies; however, this study aims to examine work-life balance completes the covid 19 epidemic. The goal research remained near to see in what way work-life balance affects people. This study also focuses on women employees working in the insurance job satisfaction sector.

### **3. RESEARCH METHODOLOGY**

Research Methodology is a way to solve the research problem systematically and to find the scope for the tools and techniques to be used for conducting the research. Thus when one talks about the research methodology it not only means research methods, but also the logic behind the methods used in the context of the research study and explain why a particular method or technique is used.

#### **OBJECTIVE OF THE STUDY EMPLOYEE**

- To study the factors influencing leadership activities.
- To study the leadership performance in organization
- To attain the employee work & behaviors' of development in organization
- To study the leadership achievement in the organization and Employee motivation in workplace.

#### **LIMITATIONS OF THE STUDY**

- Total duration allotted for the survey was limited
- As the time allotted was limited the sample size taken for the project is 80
- Most of the workers were busy in their job during the survey

#### **Data Collection**

Data refer to the facts, figures, or information collected for a specific purpose. There are two types of data, namely

##### **Primary Data:**

Primary data are those which are new and original. These data are the first-hand information generated to achieve the purpose of the research.

##### **Secondary Data:**

Secondary data are those data that are not new and original. These data are obtained from published or unpublished sources.

In this study, primary data were collected by conducting direct structured interviews using a questionnaire. All the employees were asked the same questions in the same form and they were informed of the purpose of the study.

##### **Research Instrument:**

The data were collected by using a questionnaire as a research instrument.

##### **About the Questionnaire:**

To systematically collect the primary data, a questionnaire is used. A questionnaire is a schedule consisting of several coherent questions related to the assorted aspects of the topic under this study. Therefore, the data required for the study was collected through a questionnaire.

The Data collected through such filled-in questionnaires have been used for further analysis.

##### **Sampling Plan:**

The sampling plan is to be decided about the sampling unit, sample size, and sampling method.

##### **Sampling Unit:**

The survey was conducted on the productivity of the organization. In this, there are nearly 280 employees are working. For this study, 80 employees were been selected.

##### **Sampling Method:**

For this study, the samples were drawn using convenience sample or non-probability sampling method where units are selected for inclusion in the sample because they are the easiest for the researcher to access.

**Sample Size:**

The sample size of the study was selected from the sampling unit. The total estimated sample size is 80.

**Analysis:**

Analysis was done on the data collected and the results were tabulated using Statistical Package for Social Science (SPSS).

**Analysis of the Data:**

"Analysis of data involves several closely related operations that are performed to summarize the collected data and organize these in such a manner that they will yield the answer to the research questions or suggest hypothesis had initiated the study". For this study, the data collected through questionnaires have been tabulated. By using the statistical tools, the data have been analyzed. Interpretations have been drawn based on the analysis. The findings are observations are the result and outcome of the interpretations made during analysis.

**Statistical Tools Applied:**

Social research invariably necessitates the use of statistical analysis. Several statistical tools are used to present the result in brief language and the complex and complicated problems can be studied in a very simple way. It is useful to reduce the complex data in the form of tables.

There are several methods used for the analysis of data, nowadays sophisticated computerized statistical packages like SPSS, MS-Excel, and others are available for data analysis. In this researcher have preferred SPSS statistical packages.

- i. Chi-Square Test
- ii. One-way ANOVA

**4. DATA ANALYSIS AND INTERPRETATION**

Data analysis requires an understanding of mathematical and statistical procedures. The mathematical expression is simply an alternative to verbal ones that are much more efficient in being expressed quickly in numbers it is clear and specific avoiding ambiguities and nuisance. The qualities are expressed in numbers. The statistical procedure or tool tries to interpret the qualitative significance of the data. The quantitative analytical method has been very useful for interpretation and inference for research purposes.

In the questionnaire, some of the questions consists of some job satisfaction factors that were identified by the researcher based on the theories of job satisfaction, and the respondents were asked to rank those factors based on their level of satisfaction.

**TABLE – 1. ANOVA Test for Age Group and Respondents towards the Leader Having Physical Health and Mentally Strong Person**

Age	Number of Respondents	Mean	STD. Deviation	Df	F	SIG
Below20years	7	1.4286	.53452	3	1.991	.122
21-30years	54	2.5926	1.39431	76		
30-40years	13	2.0769	1.11516	79		
Above40years	6	2.3333	1.21106			
Total	80	2.3875	1.31682			

**Primary Data**

HO: There is no significant difference between age group and the opinion of the respondents towards leader having physical health and mentally strong person

**Interpretation:**

Since that level of significant value .122 it is greater than 0.05, thus

H0: Is null hypothesis is accepted. Thus there no is significance difference between age and leader having physical health and mentally strong person

**TABLE – 2. Anova test for gender and respondents towards the he understand critical situation while making decision**

Gender	Number of Respondents	Mean	STD. Deviation	df	F	Sig
Male	66	2.4848	1.29190	1	.276	.601
Female	14	2.2857	1.26665	78		
Total	80	2.4500	1.28181	79		

**Primary data**

H0: There is no significant difference between gender group and the opinion of the respondents towards the leader understand critical situation while making decision

**Interpretation:**

Since that level of significant value .601 it is greater than 0.05, thus

H0: Is null hypothesis is accepted. Thus there no is significance difference between gender and the opinion of the respondents towards the leader understand critical situation while making decision

**TABLE – 3. The Chi-Square Test for Variable In The Group Of Experience And Motivate People To Work And Understand the Situation**

Experience	Experience And Motivation People To Work					Df	F
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		
Below 2years	4	7	6	1	2	12	.182
2-5years	3	30	11	2	1		
5-10years	4	6	0	0	1		
Above10yerars	1	1	0	0	0		
Total	12	44	17	3	4		

**Primary data** Hy: There is no association between the experience of the respondents and their opinion about motivate people to work and understand the situation

**Interpretation:** Since that level of significance value 0.182 it is greater than 0.05, thus “H0” is null hypothesis accepted

**TABLE – 4. The chi-square test for age and leader facing all the future activities and problems in the positive thinking**

Age	Problems in the Positive Thinking					Df	F
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		
Below 20years	2	4	1	0	0	12	.815
21-30years	10	21	13	5	5		
30-40years	1	8	2	1	1		
Above 40 years	2	1	2	1	0		
Total	15	34	18	7	6		

### Primary data

H<sub>y</sub>: There is no association between the age group of the respondents and their opinion future activities and problems in the positive thinking

**Interpretation:** Since that level of significant value 0.815 it is Greater than 0.05, thus “H<sub>0</sub>” is null hypothesis accepted

### 5. SUGGESTIONS

- ❖ Everyone in the organization should respect each other for a good relationship.
- ❖ So their level of efficiency increased in a well manner
- ❖ The company of should open opinions and ideas for the employees motivation in to leadership qualities
- ❖ The good relationship in maintained to group members of regulation.
- ❖ The employees' achievement with encouragement and support.
- ❖ Leadership good behaviors in this company developed job. If the companies provide more incentives, then even one wants to work well.

### 6. CONCLUSION

The industrial training which has undergone the bridged gap theory and practical leader work mostly sincere to all levels. I have lot of information gain by in this In this leadership, I have got best behavior and then attitudes. In this report mostly displayed the company goals, to reduce leadership qualities, to provide the benefits, I can confidently say that I have gained a practical knowledge of industrial management. I say that, sincerely thanks, to authority and then who were generous in giving me their kind permission to under this training. the competition and this can be achieved only using a group task, that is the management and the workers should in hand to achieve the goal.

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