

Relationship between leadership and employee productivity in an organization

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Abstract: *This paper examines the relationship that exists between leadership and employee productivity in an organization. It describes the interplay between effective leadership and elegance, proper usage of employee's ability and motivation effects in organizational productivity. Leadership occupies a really sensitive position in almost any effective-driven modern organization. This paper observes that among the labor force in Nigeria, you will find employees endowed rich in ability and whose values and contributions have to be utilized and enhanced upon for top productivity. It challenges leaders in organization to completely use them in commercially high productivity and national economic development. The paper implicates among others, the lack of effective leadership and efficient management styles particularly in today of effective-driven production economy. It underscores the requirement for efficient organizational ideas ingrained with practical leadership and spiritual capital for the establishment and implementation of organizational and sustainable productivity among the employee in the organization.*

Key word: leadership, organization, employee productivity

I. Introduction

As organizations as well as their conditions have changed rapidly in the last years, a brand new type of leadership, one that's less bureaucratic and much more democratic, is needed to be able to make sure the organization's survival and gratification (1). It's contended that effective leadership has a optimistic effect on the productivity of the organization. (2). Ultimately it's the performance of numerous people that culminates within the productivity of the organization, or perhaps in the achievement of organizational goals. Effective leadership is instrumental in making certain organizational performance (3). Consequently, many leadership ideas happen to be suggested within the last half century that are stated to possess affected the general effectiveness of the organizations where they've been employed. Within the competitive world business atmosphere, it is essential that organizations employ leadership styles which allow organizations to outlive inside a dynamic atmosphere (4).

It's contended that, regardless of goals that motivated the establishment of the organization, you will find different leadership and management methods designed to offer the targets. Productivity is, generally, based on the amount and excellence of goods and services created that determines the achievement of organizational goals. Within their various researches, (5) have proven that low productivity is recorded in just about all (public) organizations in Nigeria. These studies argue how the emphases organizational managers put on achievement of organizational goals in the cost of an operating authentic leadership implanted with intellectual and spiritual capital, matched workers' interests and motivation lead hugely for this abysmal result. (6) Realizes that, in many organizations, there's insufficient cooperation between management and subordinates. This affects the contributions of additional factors of production. Every organization is really a system of interacting elements and structures that need coordination and team development. The cooperation and contributions of interacting elements ought to be elicited (7). If organizations need employees for enhanced productivity, employees also need knowledge and practical leadership to integrate the standards of production for that enhanced productivity. Organizations therefore, need authentic and practical leadership not just to integrate the factors of production but to motivate the labor force to make sure achievement of organizational goals.

Today, contemporary organizations are indicated by such constantly altering dynamics as the complexity of personalization, and competition needs of people instead of methods reliance upon technology and also the rise of the understanding economy among a number of other challenges, (6). Indeed, this is actually the more reason leadership development is vital towards the success and survival of the organization now a lot more than before. Today, the mission for responsible organizational leadership now involves, education, encouragement, strengthening, and enabling the follower to complete better, (6). The essence of leadership in modern organizations nowadays is the fact that leadership should be for the advantage of the fans and several ways for that enrichment from the leaders. Leadership is all about drawing people together to obtain the tasks accomplished, which offer the organizational mission. It's not about position neither could it

about energy. With this position and energy comes great responsibility. The duty to look after subordinates and increase their size is just the job of the leader. This will be relevant specifically in an organization where employee's behavior is seen culturally like a purpose of leadership behavior, affecting either positively or adversely around the psyche of subordinates, whose reaction with hold or demonstrates sufficient behavioral standards (8).

Leadership and organizational Productivity

The realization of business goals is dependent, to some greater extent, on leadership. This really is explicated in (9) who posits that organizational performance not just relies upon the standard of leadership but that leadership, to some greater extent, determines how an organization is capable of progress when confronted with speeding up information management and technology. Leadership suggests that an individual or factor to guide. It truly does work within contexts and situations. It calls for having authority, influence and certain characteristics, abilities, understanding, information and behavior characteristics. An individual in leadership position functions inside a social group context and situations.

He exercises authority and influence to be able to correctly lead (10). Generally, leadership is seen as though it were ingrained with personality goodies. Characteristics of leadership that distinguish it like a scarce resource included dynamism and effectiveness. These characteristics explain its vital, sensitive and proper position in organizations. An efficient and effective leadership not just plays the roles but guarantees that work is put on control organization's assets (human and material) in recognizing the rationally set goals through cooperative attitude among groups and people who operate like a social unit. Performance and achievement require critical leadership that inspires.

Management doesn't achieve in isolation but through motivated social groups within the organization. These social groups act as a fantastic team that's organized by a suitable and accommodating leader.

Effective's leader in an organization is the fact that leadership that's competent, skilled, capable, innovative, competitive, motivating and target oriented. It's indicated by innovative and explorative management, accommodation of shades of opinion especially individuals from the proper stakeholders, understanding concerning the techniques and process for quality items and services and knowledge concerning the organization's proper constituencies and competing values, (6). Organizational leadership is competent enough to become applied being an art, a science that as a method. It's motivating and embodied with understanding, values and values of both organization and also the stakeholders similarly along with a practical activity-based oriented competencies, resourcefulness, innovativeness and managing capabilities.

A superb sign of effective leadership is it involves a conscious technique of making certain the right people (employees) acquired the requisite understanding in the proper time. It guarantees the employees or individuals are aided to gain access to, share and set information into action in a way the organization effectively realizes its goal through performance (11). It's fueled and powered by an unflagging energy and enthusiasm to make sure that workers are competent, knowledgeable and motivated to attain performance. This about effective's leaders is expedient taking into cognizance the global competitive and dynamic economic atmosphere is understanding-driven. An effective leader therefore, remains the most crucial proper resource that's requisite like an effective engine for motivation of employees as well as for production.

Leadership involves a continuing procedure for understanding creation and application through access, documentation and distribution. Zinc heightens organization's competitive strategy along with its effective (12). In a clear case of contingency situation, the social relations between your leader and the subordinates expose the amount of confidence, mutual trust and respect which subordinates dress in their leader. Where these positive fit exist, the subordinates are motivated to greater productivity. The character and task structure from the job assignment goal length method to predict the quality of clearness and reliance upon stipulated methods. Additionally, it describes how knowledgeable the leadership is. How structured or unstructured an activity or pleasure is and it is inclination toward technological change determines how quick decision taking is going to be like. Leadership styles in an organization determine the employee's productivity in that organization (5).

II. Methodology

Data and discussion

The setting characteristics of the participants within the three Ministries of works, education, and health in Nigeria, indicate that about 56% are women while 44% are males. The junior staff on annual salary on grade level seven lower (<GL.7) in the sample are about 60% while staff on grade level eight and above (>GL.8 and above) are about 40%. Lots of civil servants (53%) are within the age ranges of 31- 50 years, showing that by age, they have got more years for them to spend with the government. The educational qualifications indicate that 55% retain first degree while 25% have Diploma and Greater National Diploma Certificates. 20% have Senior School Certificate. Among people that

have from first degree and above, basically a small 5% in the serving staff got their levels by self- sponsorship or backed government in-service programmes or through leave of absence. It's unhealthy effects on government recommendations on human capital development, utilization of information and understanding and mission for enhanced productivity in this particular competitive and understanding-driven economy and production. Only 3% of people in management position have attended management training programmes or courses in the last two years. This can be credited to non-ease of access to funds and government's nonchalant attitude towards management training and business development generally. If this involves years inside the service of presidency, the truth is 47% in the participants come in service between 11 and 20 yrs, 23% have offered between 6 and 10 years, 20% come in service from 21 to 35 years. Only 10% have offered than 5 years. Similarly, it appears, within the data, that numerous more employees (80%) will assist the government longer. Alternatively, when the percentage is declined utilization of information, new ideas and knowledge, as a result of inadequate training programmes and poor human capital development, then the service delivery and productivity will remain at lower ebbs in Nigeria.

Objectives 1: To examine the relevance of effective's leadership in the organization

One of the objectives from the analysis always tounderscore the relevance of effective's leadership in the organizations. Effective leaders possess an alluring role of creating certain sustainable technique of creativity, being able to view, disbursing, storing and using knowledge and information inside the organization. In considering the relevance from the all purposeful catalyst in organization, these studies was carried out with 200 participants from the three ministries mention in this paper, and it was observed that 30% in the participants averred that effective leadership is indispensable for beginning and using organizational initiatives and techniques, making sure leadership followership relationship (20.5%) and integrating proper groups in addition to constituencies in organization (22.5%). About 27% in the participants established that the requirement of effective leadership in organization is always to identify and motivate high ability employees to have the ability to assign them responsibilities to find the best productivity

Table 1

	Relevant variables	Frequency	Percentage
A	Initiating and implementing organizational strategies	60	30
B	Integrating strategic groups in organization	41	20.5
C	Identifying and motivating high ability workers	45	22.5
D	Ensuring leadership followership relationship	54	27
	Total	200	100.0

This finding indicates that from the result that, about 73% in the participants agreed the indispensability of effective leadership is dependant on its role of articulating the company initiatives and techniques, organizing and matching the various proper constituencies and interest groups (stakeholders) inside the organization and identifying and motivating the top ability employees, all for the greater productivity in the organization. Essentially, it aims to aggregate the initiatives and techniques, the collective understanding and culture in the organization, information and practices in the organization and makes every one of these available to individual employees and business workgroups for use. This tilts towards motivating the workforce in ways their efforts, knowledge and abilities become collective and organization assets for productivity. This finding authenticates (13) and (5) studies that looked for to relate the value of knowledge, effective's leadership and inspiring instruments for organizational productivity. This certifies, (6) position that effective's leadership encourages collaborative effort and openness among proper conditions in organization for successive implementation of economic initiatives.

Objectives 2: Identifying leadership characteristics among the leader in the organization

	Characteristics	Frequency	Percentage
a	My boss is competent, competitive and skillful	24	12
b	My boss is all-knowing and emphasizes authority structure	52	26
c	My boss is information conscious and flexible	16	8
d	My boss emphasizes rigidity of rules	55	27.5
e	My boss encourages creativity, independence and group decision making	27	13.5
f	My boss enjoys mutuality and cooperative workshop	26	13
	Total	200	100.0

In trying to recognize if leader in the organizations, especially government institutions, possess the characteristics of effective leadership, Table 2 signifies that 26% in the participants see their bosses as all-knowing, emphasizing authority rules (27.5%). Only 13.5% see the bosses encourage creativity, independence and group decision-making. About 12% recognized their bosses are competent and skillful, information conscious and versatile (8%) and enjoy mutuality and cooperative workgroup (13%). This finding signifies not only a closed organizational culture manifestation of information hoarding but an organization where scientific management practice, authority based traditions, command and control management and leadership practices are normal. This can be unacceptable in this particular millennium that advocates decentralization of decision-making, information talking about and participatory management (5). This can be a manifestation of government ministries and institutions where authority based tradition remains greatly valued.

This finding indicates that there are not enough effective's leadership characteristics among the leaders in the organization under study.

Objectives 3: To examine the relationship between leadership, employee motivation and productivity

This objective sought to examine the relationship between leadership, worker motivation and productivity. Table 3 shows that effective's leadership encourages among others: utilization of new ideas and information (27.5%), practical activity-based competence (31.5%) and progression of abilities and leadership training (28.5%).

	Variables	Frequency	Percentage
a	Effective leadership encourages access to new ideas and information	55	27.5
b	Effective leadership encourages development of capacities and leadership training	57	28.5
c	Effective leadership encourages productivity alone	10	5
d	Effective leadership encourages practical activity – based competence	63	31.5
e	Effective leadership is domineering and non-productive	15	7.5
	Total	200	100.0

These factors are adjudged being substantially related with motivation. A worker that craves for access for information and understanding needs to be allowed to work out his capabilities individually (with minimum supervision). He's opportune, through capacity development programmes and training, being explorative, articulate and innovatively creative. He's rather a resource to himself, the organization as well as the nation generally. Just like a motivated worker, he identifies and commits his abilities and abilities to productivity therefore, the achievement of organization set objectives.

III. Conclusion

Effective leadership remains recognized in the organization, in this particular analysis as that leadership that's competent, skilled, innovative, competitive, target-oriented capable to motivating organizations 'work for' to greater productivity through appropriate coordination in the proper constituencies inside the organization. It is not a specialist based traditional leadership that holds knowledge and information or upholds command and control management and leadership orientation. It is the type that's appropriate to coordinate both human and material assets in organization for productivity in the effective - driven production economy.

The study observed, among others, the possible lack of effective leadership inside the Nigerian economy and therefore re-iterates the requirement to establish same to boost worker morale, coordinate the nation's assets and improve productivity. It recognized the standards militating against establishment of effective leadership in an organization in Nigeria. It argues that the roles of government in improving organizational productivity includes encouragement of human capacity building and worker getting practical leadership and spiritual capital - a selflessly divine-given existence pressure that encourages an individual towards good and making sure excellence without affixing price to one's efforts.

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